

# Entrepreneurial Identity: A Review and Research Agenda

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## Abstract

Over the past three decades, research on entrepreneurial identity (EI) has grown particularly rapidly, yet in seemingly disparate directions. To lend structure to this fragmented field of inquiry, our systematic integrative review maps and integrates EI research based on antecedents, content, outcomes as well as their relationships. In so doing, we reveal that the field revolves around two primary conceptualizations of EI as *Property* or *Process*. We suggest future avenues for examining the interplay between EI and temporal, socio-cognitive, and spatial contexts, and for investigating and theorizing overlooked mechanisms of reconstructing and losing EI.

## Keywords

Entrepreneurial identity, systematic integrative review, identity theories.

## INTRODUCTION

Over the past three decades, entrepreneurial identity (EI) has emerged as a pivotal concept for understanding entrepreneurship as a social and economic phenomenon (Anderson et al., 2012; Mmbaga et al., 2020; Navis & Glynn, 2011). Research suggests that the way entrepreneurs answer the question “Who am I?” plays a critical role throughout the entrepreneurial process (Fauchart & Gruber, 2011; Mathias & Williams, 2018; Powell & Baker, 2017). Early in the establishment of new ventures, EI is important for achieving legitimacy (Hytti, 2005; Marlow & McAdam, 2015), belonging (Stead, 2017), and positively standing out from others (Shepherd & Haynie, 2009). EI continues to inform entrepreneurs’ decisions, actions, and feelings (Alsos et al., 2016; Cardon et al., 2009; Down & Reveley, 2004) as they build their organizations, including how they acquire resources (Kromidha & Robson, 2016), the extent to which they commit time to their ventures (Murnieks et al., 2020), and even their passion (Cardon et al., 2009).

In the past decade, research on EI has grown particularly rapidly, yet in seemingly disparate directions. This is partly due to the very essence of EI as an “umbrella construct”—a central and multifaceted field of study (Hirsch & Levin, 1999)—that builds on an array of theoretical perspectives, including identity theory (Stryker, 1968), role identity theory (McCall & Simmons, 1978), social identity theory (Tajfel, 1982), narrative identity theory (Ricoeur, 2012), and identity work (Snow & Anderson, 1987; Sveningsson & Alvesson, 2003). These perspectives are rooted in different disciplinary traditions—sociology, social psychology, philosophy, and management, respectively—that reflect epistemologies ranging from positivism to social constructivism (Leitch & Harrison, 2016). Given that entrepreneurial studies build on these varying foundations, it is not surprising that they may have led to different—at times unrelated, incongruent, or even contrasting—understandings of EI (Fauchart & Gruber, 2020; Leitch & Harrison, 2016).

In addition, as others have noted (Navis & Glynn, 2011; Wagenschwanz, 2020), EI encompasses notions that span levels of analysis from founders (“founder identity”) to organizations and even entire industries or fields. On the one hand, the breadth of this umbrella construct has opened avenues for diverse and rich theorizing; on the other, it has magnified conceptual confusion. Further, research on EI is still at a stage of “emerging excitement,” with scholars primarily focused on building new theories or extending existing ones (Hirsch & Levin, 1999). Indeed, most empirical studies of EI are qualitative and increasingly deploy inductive methodologies—a telling indicator of the theory-building efforts in which many have been engaging.

The importance of EI to the understanding of entrepreneurship, its breadth in terms of both theoretical foundations and levels of analysis, and scholars’ overarching focus on the development of new theory have led to increasing fragmentation in this research area. Recently, some have acknowledged this fragmentation (Baker & Powell, 2020; Crosina, 2018; Fauchart & Gruber, 2020; Leitch & Harrison, 2016) and paved the way for further knowledge development through a combination of (1) overviews of the literature focused on specific topic areas and (2) literature reviews (Mmbaga et al., 2020; Wagenschwanz, 2020).

With respect to extant EI overviews, Baker & Powell (2020, p. 165) discussed EI as it relates to other “contemporary human identities,” stressing the importance of not oversimplifying EI. Crosina (2018) provided a focused map of extant research on EI as it relates to women entrepreneurship. Fauchart & Gruber (2020) and Leitch & Harrison (2016) also approached the EI literature with a focused lens, considering how being a founder can span role and social identities, and mechanisms of identity formation, respectively. Although these chapters and editorial do not offer comprehensive reviews of the literature (Baker & Powell, 2020), they still sensitized us toward themes and issues—such as entrepreneurs’ gender, body, and work context—to which we remained opened as we systematically coded the literature. In

this way, despite recognizing that it is atypical for systematic reviews to account for book chapters and editorials (e.g., Busenitz et al., 2003; Champenois et al., 2020; Fitz-Koch et al., 2018), in our review we honor these efforts and complement them by considering EI holistically, across contexts and dynamics of identity, and in terms of EI's content in relation to the broader entrepreneurial process.

With respect to recent EI reviews, Wagenschwanz (2020) and Mmbaga and colleagues (2020) helped mitigate some fragmentation in the field by mapping extant EI research more holistically. In particular, Wagenschwanz (2020) made strides toward enhancing construct clarity by explaining how EI relates to founder identity. Leveraging bibliometric techniques, Mmbaga and colleagues (2020) uncovered central themes in extant EI research. They then typified the existing EI literature into one of four primary conversations—"distinctions, variations, constructions, and intersections," and suggested ideas for future research based on topic gaps.

Our work builds on and extends these perspectives. To start, we follow Wagenschwanz's (2020) understanding of EI as related but analytically distinct from founder identity. However, rather than examining EI in relation to sister constructs, or tracing EI's nomological net, we consider EI from "within," mapping extant research based on how it conceptualizes EI. In addition, we surface EI's various antecedents and corresponding outcomes at the individual, venture, and socio-cultural levels. With respect to Mmbaga and colleagues' work (2020), we too map EI literature based on central themes. However, rather than deploying bibliometric techniques to identify topic clusters, we code EI studies abductively, following other systematic integrative reviews (Cronin & George, 2020; Elsbach & Knippenberg, 2020). This analytical approach is especially appropriate to assess emerging fields of inquiry—and more specifically for moving beyond themes toward surfacing (missing) links among such themes (Torraco, 2005, 2016). Thus, given the still emergent stage of EI research (Hirsch & Levin, 1999), a

systematic integrative review appears not only timely but also necessary to gain a more analytical understanding of EI. Borrowing Weick's (1990) cartography analogy, all maps are inherently “imperfect renderings of territory” (p. 7). Together with existing others, our review makes critical strides toward a more comprehensive understanding of the EI research landscape.

In particular, our systematic integrative review maps and integrates EI research based on its antecedents, content, outcomes as well as their relationships, thus paving the way for a deeper (more analytical) understanding of “our accumulated wisdom” of EI (Walsh, 1995, p. 302; see also Shepherd et al., 2019; Wiklund et al., 2019). In so doing, we show that the field revolves around two primary conceptualizations of EI as either *Property* or *Process*, each grounded in distinct ontological, epistemological, and theoretical assumptions that rarely intersect. Research fitting the EI *as Property* perspective is largely rooted in positivism (Leitch & Harrison, 2016) and draws primarily on identity theory (Stryker, 1968), role identity theory (McCall & Simmons, 1978), and social identity theory (Tajfel & Turner, 1979) to conceptualize EI as a relatively stable and distinctive set of attributes. By contrast, research fitting the EI *as Process* perspective is rooted in social constructivism (Leitch & Harrison, 2016) and draws mainly on narrative identity theory (Ricoeur, 2012) and identity work theory (Snow & Anderson, 1987) to define EI as a socially negotiated, ongoing accomplishment. As we elaborate upon below, each provides critical insights into specific antecedents and outcomes of EI. Notably, EI *as Process* theorizes EI as primarily influenced by individual and socio-cultural antecedents. By contrast, EI *as Property* focuses predominantly on EI as influencing individual and venture outcomes.

Our integrative model reveals gaps in extant understandings of EI, which we address in our future research agenda. In particular, we suggest future opportunities for examining the interplay between EI and temporal, socio-cognitive, and spatial contexts, and for investigating and theorizing overlooked mechanisms of reconstructing EI and losing EI.

We begin by presenting our methodology for data collection, curation, and clustering. We then discuss insights from our review, focusing on understandings of each EI *as Property* and *as Process*. We conclude with a detailed agenda for future research.

## **REVIEW METHOD**

We conducted a systematic integrative review, a methodological approach particularly suited for situating and linking knowledge anchored in different disciplines and epistemological paradigms (Cronin & George, 2020; Elsbach & Knippenberg, 2020). As the terms suggest, this approach combines aspects of systematic literature reviews—which are appropriate for identifying relationships among constructs—with integrative reviews, which are useful for helping to bridge scholarly conversations (Cronin & George, 2020). In this way, systematic integrative reviews can facilitate the identification of gaps and critical issues in existing knowledge, even when located within disparate scholarly discourses, as well as help reveal promising areas for future research (Elsbach & Knippenberg, 2020). At the broadest level, our systematic integrative review surfaces primary antecedents and influences of EI and builds a bridge between existing understandings of EI *as Property* and *as Process*, which, as we elaborate upon below, trace their roots to distinct epistemological paradigms and foundational theories of identity.

To ensure the rigor and trustworthiness of our process for gathering and synthesizing extant EI research, as well as to grant various EI perspectives “balanced representation” (Cronin & George, 2020, p. 9), we followed three primary analytical steps (cf. Stephan, 2018). First, we collected existing EI research. We then carefully curated our search results to ensure topic fit. Finally, we abductively coded studies that matched our sampling criteria (see also Crossan & Apaydin, 2010; Stephan, 2018; Tranfield et al., 2003).

## ***Data Collection***

To start, based on prior recommendations (Fitz-Koch et al., 2018; Patton, 1990; Shepherd et al., 2015), we used criteria sampling to identify articles concerning EI. First, we looked for relevant publications in the Web of Science database using ENTREPRENEUR\* and IDENTIT\* to search through titles, abstracts, and keywords. Regarding our choice of the keyword “entrepreneur,” to capture broad understandings of entrepreneurship, we collected articles from both the for-profit and social sectors. The choice of the keyword “identity” was also purposeful: to omit articles that concerned broader notions such as the entrepreneurial self.<sup>1</sup>

In line with other reviews (Busenitz et al., 2003; Champenois et al., 2020; Fitz-Koch et al., 2018), we excluded books, book chapters, Ph.D. dissertations, and conference proceedings. To identify a robust sample, characterized by a high degree of content validity and representative of EI research (Grégoire et al., 2011), we limited our search to articles published in ABS-ranked journals.<sup>2</sup> This initial search resulted in 1,314 articles, of which 821 published in ABS-ranked journals.

To ensure that we did not omit relevant texts, we conducted an additional keyword search using the Web of Science database. For this search, we used recurrent keywords from the abstracts of the articles we had already retrieved; namely, IDENTITY WORK, IDENTITY PROCESS, ENTREPRENEURIAL IDENTIT\*, LIMINAL\*, FOUNDER, and NEW VENTURE. This second search rendered 258 articles, of which 218 were published in ABS-ranked journals. As a further check, we ran the same search through the EBSCO database. This rendered 657 articles, of which 380 published in ABS-ranked journals. After screening these 380 articles for duplication with the Web of Science sample, this EBSCO search contributed

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<sup>1</sup> The *self* concerns identity as an overarching structure, encompassing a multiplicity of identities, rather than the content of identity or its link to behavior (Stryker & Burke, 2000). Relatedly, an *enterprising self* refers to the multiple ways individuals ascribe to and define themselves on the basis of an enterprising culture (Rose, 1992).

<sup>2</sup> This decision was made to enhance the quality of the articles in our sample, all of which follow ABS-ranked journals' rigorous peer-review process.

95 additional texts to our sample. We completed this first iterative data search in September 2019, which marked our initial cut-off date for data collection and resulted in an initial sample of 1031 articles published in ABS-ranked journals.

In September 2020, we updated our search: 721 additional articles had been published in ABS-ranked journals since the September 2019 cut-off. In total, we retrieved 2,229 articles from the Web of Science and EBSCO databases, of which 1,752 were published in ABS-ranked journals.

### ***Data Curation***

Following the identification of the 1,031 articles, the first two authors read the abstracts of each of these texts. This first step led them to exclude 578 studies from the Web of Science dataset whose focus was outside the scope of the review (inter-rater reliability of 95%). For example, the authors eliminated articles that focused on topics such as corporate governance, open innovation, indigenous land rights, moral economy, or administrators in higher education institutions rather than on EI itself. Discrepancies in assessment—both at this stage and in subsequent ones—were discussed during peer-debrief meetings (Gioia et al., 2010). Consensus as to inclusion or exclusion was reached based on whether the topic of EI was central to the article. Together, these steps reduced the sample to 358 articles.

The first two authors then re-read the abstracts of these 358 texts and the abstracts of the 95 articles that were retrieved from the EBSCO database. Based on their cross-ratings, 251 studies were excluded because they focused on *organizational* rather than on *entrepreneurial* identity (inter-rater reliability of 98%). This step further narrowed the sample size to 202 articles. In addition, because the abstracts of 38 studies in this sample did not mention EI, the first two authors read these articles in their entirety and ultimately decided to exclude them because EI was not the primary topic, reducing the total to 164 articles.



At this point, since the first two authors were uncertain about the possible inclusion of 11 articles, the other two authors stepped in. They also read these texts in full and provided their assessments as to inclusion or exclusion. After discussion, the research team decided to exclude seven texts, narrowing the total to 157 articles. Finally, after engaging in descriptive coding of these 157 texts, the four authors decided to exclude 29 studies because they were not grounded in theories of identity and only tangentially addressed EI (inter-rater reliability of 97%). This initial data curation process ended in April 2020 and led to 128 articles being included in our final sample.

We updated the data curation process in September 2020. As indicated above, 721 additional articles were retrieved after September 2019; the first two authors read all the abstracts. Based on their cross-ratings, 668 studies were excluded because—as in the prior data curation round—their focus was outside the scope of our review (inter-rater reliability of 96%). Then, after each of the four authors had an opportunity to review the remaining 53 articles, 28 more were eliminated because EI was only peripheral to their primary focus. This second data curation round led to the addition of 25 new articles. Table 1 presents our data collection and data curation process, which resulted in a final sample of 153 articles (133 empirical and 20 conceptual).

--- Insert Table 1 about here ---

As indicated in Appendix 1, our sample comprises articles published in a combination of entrepreneurship and other discipline-based journals. To the best of our knowledge, the first article on EI was published in 1993, which marks the starting point of our review.

## ***Data Coding and Clustering***

We analyzed the articles in our sample following three main rounds of coding: 1) thematic categorization of findings; 2) identification of higher order themes (based on relationships among descriptive themes); and 3) integration of higher order themes into a broader framework (integrative themes; cf. Cronin & George, 2020). Through these three analytical steps (Cronin & George, 2020), we abductively coded each of the 153 articles in our sample (Charmaz, 2006). Table 2 provides a comprehensive list of codes for each round.

--- Insert Table 2 about here ---

***Thematic Categorization of Findings.*** To begin, we generated descriptive themes that helped us map and situate each article within the EI literature (cf. Grégoire et al., 2011; Krippendorff, 2004; Neuendorf, 2017). For example, we coded each article based on type (conceptual or empirical), method (survey, case study, interview, content analysis, discourse analysis, visual analysis, or ethnography), data sample, focus (what the article discussed), and primary insights (main findings). We also coded each text based on whether it built on one or several foundational theories of identity (identity theory, role identity theory, social identity theory, narrative identity theory, identity work theory). Moreover, we coded each article's epistemological paradigms, distinguishing between studies adopting positivist or social constructionist epistemologies, and differentiating among interpretive, critical, and postmodern studies within the social constructionist paradigm (cf. Alvesson & Deetz, 2006).

As we traveled back and forth between conceptual and empirical texts in our sample and foundational theories of identity, we articulated additional descriptive themes. For example, we coded each article based on entrepreneurs' personal and socio-demographic characteristics (e.g., motivation, gender, ethnicity, age, occupation, class, body), as well as their passion, actions and goals—including opportunity recognition and exploitation, entrepreneurial

behavior, and entrepreneurial intention. We also distinguished studies concerning aspiring entrepreneurs—engaged in entrepreneurial learning through education, training, and mentoring, from nascent entrepreneurs—engaged in ongoing new venture creation or early venture development, and experienced entrepreneurs—running more mature ventures (cf. Rotefoss & Kolvereid, 2005). In addition, we generated themes to capture entrepreneurs’ industry, distinguishing between those involved in high-tech and low-tech industries, and their embeddedness in emerging or established economies (cf. Stam et al., 2014). We also devised themes to encompass venture-related dynamics influenced by EI like venture creation, growth, performance and resource acquisition. Additionally, we distinguished studies investigating the role of the immediate environment such as family business, network, incubator, and education in EI. Finally, we identified studies exploring the broader socio-cultural environments, including factors such as legitimacy, emancipation, media and public discourse, and regional/local development related to EI (see the first column of Table 2).

***Identification of Higher Order Themes.*** At this stage of analysis, we re-examined and clustered descriptive themes into higher order categories focused on explicating the analytical role played by groups of descriptive themes (Cronin & George, 2020). For example, by re-examining the articles’ focus and primary insights, we could now note whether a given article focused on EI as a primary construct (“EI as star”), or whether it discussed EI as part of a constellation of other constructs (“EI as ensemble member”) (cf. Pratt, 2020 and the second column of Table 2). Further, based on the articles’ paradigm, foundational theory(ies) of identity, method(s), and sample(s), we noted whether EI served as an “asset” or as a “liability”, or as something “proactively” or “reactively” deployed by entrepreneurs.

We re-examined and clustered the remaining descriptive themes and corresponding articles following the same criteria (Cronin & George, 2020). These efforts resulted in

aggregating studies according to level of analysis—individual, venture, or socio-cultural—and in further distinguishing texts at each level based on whether they focused on antecedents or outcomes of EI. For instance, because the descriptive themes of motivation(s), gender, ethnicity, age, occupation, class, and body all referred to personal and socio-demographic characteristics of individual entrepreneurs that contributed to their EI, we regrouped them under “individual antecedents of EI.” Taken together, these codes depict *who* the studied entrepreneurs are and *why* they engage with entrepreneurship (cf. Welter, 2011). We similarly aggregated the first-order themes of family business, network, and incubator, which we understood as proximal contexts for EI (see Ashforth, 2016), under the higher order theme “venture antecedents of EI.” Taken together, these codes suggest EI in relation to *where* entrepreneurship occurs (cf. Welter, 2011). Lastly, we aggregated the first-order themes of education, and media and public discourse under the higher order theme “socio-cultural antecedents of EI.” We similarly aggregated texts concerning outcomes of EI by level of analysis, once again differentiating between “individual, venture, and socio-cultural outcomes.”

Finally, we re-examined descriptive themes relative to the types of entrepreneurs under study and their environment. For instance, we regrouped the first-order themes of aspiring, nascent, and experienced entrepreneurs under the higher order theme “experience.” We also regrouped the descriptive themes of high-tech and low-tech industry under simply “industry.” In addition, we clustered the first-order themes of emerging and established economies under the higher order theme “country.” Through these latter re-classifications in particular, we sought to capture an ostensibly more distal context, also important for understanding EI in relation to entrepreneurship (Welter, 2011; Welter & Gartner, 2016). All of our higher order themes are presented in the second column of Table 2.

*Integration of Higher Order Themes.* Moving beyond juxtaposition of higher order themes requires the deployment of more abstract language that explains how higher order themes fit together; in other words, the elaboration of integrative themes (Cronin & George, 2020). In this vein, we systematically examined how our higher order themes related to one another and used new language to make this relationship apparent. For example, EI as star and EI as ensemble member—which refer to the relationship between EI and other constructs in the entrepreneurial process—were integrated under the integrative theme “identity(ies) in context.”

Further, focusing on distinct understandings of EI, we noticed that when cast as an asset or as a liability in the entrepreneurial process, EI tended to be conceptualized as a property, and that when depicted as either proactive or reactive, more as a process. We thus devised two broader integrative themes: “EI as Property” to refer to a relatively stable set of individual attributes, and “EI as Process,” which is more fluid and evolving.

Next, we explored how the higher order themes of individual, venture, and socio-cultural antecedents of EI related to one another, and ultimately aggregated them under the broader integrative theme “constructing EI.” Similarly, we explored how the higher order themes of individual, venture, and socio-cultural outcomes of EI related to one another, and aggregated them under the integrative theme “enacting EI.” Lastly, we aggregated the higher order themes of experience, industry, and country under the integrative theme “layers of context.”

To ensure that our coding was rigorous and robust, two authors independently coded each article. Throughout the process of coding, we gathered several times to discuss disparities in individual coding results (Gioia et al., 2010). Over time, these conversations shaped the definition of our final codes, which we describe in detail in our codebook (Appendix 2). As an additional resource to the reader, Table 3 provides a detailed summary of the 153 articles in our sample.

--- Insert Table 3 about here ---

As the data in Table 3 suggest, the rate of publication increased substantially over the years, from a single article to more than 21 articles per year during the 27 years we examined. Figures 1a and 1b depict the overall growth of EI research and highlight the burgeoning number of studies that draw on identity work and that cast EI *as Process*, in particular.

--- Insert Figures 1a and 1b about here ---

### ***Organizing Framework***

Our coding and clustering efforts culminated in the elaboration of an overarching framework (Figure 2), which portrays the relationships among higher order and integrative themes. In addition, by indicating frequencies for each descriptive theme, and the total number of articles for each higher order theme (see Clough et al., 2019), Figure 2 not only offers a comprehensive overview of EI research but also suggests visually where our knowledge of EI is relatively thicker and thinner.

--- Insert Figure 2 about here ---

Underpinning existing EI research and thus at the center of the oval in Figure 2 are the two primary understandings of EI: as *Property* and as *Process*. This underlying divide in EI conceptualizations has been obscured by the multiplicity of theories, methods, and themes studied in relation to EI. However, as we reveal in the next two sections, scholars working within these two primary conceptualizations have tended to adopt distinct ontological, epistemological, and theoretical assumptions. We organize our systematic integrative review around these conceptualizations, emphasizing their unique contributions and highlighting critical gaps within and across streams of research. Three main questions—*What is the content of EI?*, *What are the antecedents of EI?*, and *What are the outcomes of EI?*—orient our detailed presentation of these two research streams.

## ENTREPRENEURIAL IDENTITY AS PROPERTY

Studies of *EI as Property* (n=54) cast EI as a relatively stable and distinctive set of attributes that may be acquired, enhanced, or lost by entrepreneurs. These studies tend to draw on identity theory (Stryker, 1968), role identity theory (McCall & Simmons, 1978), and social identity theory (Tajfel & Turner, 1979) and espouse largely positivistic understandings of EI as a “categorical essence” (Down, 2006, p. 6)—that is, something relatively homogeneous across groups of entrepreneurs.

### *What is the content of entrepreneurial identity as property?*

***Foundations and Definitions.*** From identity theory and role identity theory perspectives (e.g., McCall & Simmons, 1978; Stryker & Burke, 2000), EI has been defined as a host of “meaningful and self-defining” entrepreneur role-related characteristics (Mathias & Williams, 2018, p. 263). This definition builds on broader conceptualizations of role identity as the “internalized meanings and expectations associated with a role” (Stryker & Burke, 2000, p. 289). Here, EI serves as a “super-ordinate identity” that encompasses role identities such as innovator, organizer, facilitator, inventor, founder, and developer (Cardon et al., 2009; Shepherd & Haynie, 2009).

Despite recognizing multiplicity as it relates to EI, existing research has hardly examined how entrepreneurs manage the multiplicity of role identities they occupy, particularly when they are building their organizations (see Ekinici et al., 2020 and Mathias & Williams 2018 for two notable exceptions). Scholars have recently lamented the paucity of research in this area (e.g., Gruber & MacMillan, 2017; Shepherd et al., 2020) and called for more work to better understand role identity dynamics as they relate to EI, particularly beyond the founding stage (e.g., Gruber & MacMillan, 2017; Shepherd et al., 2020).

Following social identity theory (e.g., Tajfel & Turner, 1979), EI has been defined as entrepreneurs' way of "interpreting experiences and behavior options" (Alsos et al., 2016, p. 238) based on their group membership(s). As such, this perspective emphasizes the role of one's self-categorization as a group member (Tajfel & Turner, 1979) as a primary source of one's identity (Cardador & Pratt, 2006). Fauchart and Gruber's (2011) EI typology exemplifies this perspective and serves as the conceptual backbone for a number of subsequent studies (e.g., Alsos et al., 2016; Sieger et al., 2016) that anchor EI to the social identities entrepreneurs occupy. In particular, based on interviews with founders in the sports equipment industry in Switzerland, Germany, and France, Fauchart and Gruber (2011) suggest that founders' social identities generally fit one of three groups: darwinians, communitarians, and missionaries, each characterized by distinctive social motivations, self-evaluations, and frames of reference.

This work sensitizes us to the critical role of context—here encapsulated by the countries and industries in which entrepreneurs operate—in informing their social identities. In this regard, our review indicates that most empirical investigations of EI *as Property* take place in established economies (n=39) and thus raises questions about our assumptions relative to the universality of EI, particularly the extent to which our current understanding of EI *as Property* may encompass EI as it manifests in emerging economies.

***Asset or Liability?*** When seen *as Property*, EI is conceptualized as either an asset (n=48) or a liability (n=6). As an asset, EI is something that entrepreneurs strategically deploy in the process of starting and running new ventures (Fauchart & Gruber, 2011) or a psychological resource that helps entrepreneurs fulfill their foundational needs for belonging, self-enhancement, and positive distinctiveness (Shepherd & Haynie, 2009). Interestingly, although research suggests that there can be a dark side to identity that may trigger unproductive behaviors such as blind unquestioning or escalation of commitment (e.g., Ashforth & Sluss, 2006; Rouse, 2016), we



know very little about this dark side as it relates to EI. When portrayed as a liability (e.g., Jernberg et al., 2020), EI is regarded as limiting entrepreneurial agency (Orser et al., 2011). In such a case, individuals might reject their EI because they perceive it as a threat to their broader sense of themselves (Slade Shantz et al., 2018).

### ***What are the antecedents of entrepreneurial identity as property?***

Whether asset or liability, *EI as Property* is influenced by various antecedents at the individual, venture, and socio-cultural levels (see Figure 2). Below, we review articles in our sample concerning such antecedents (n=18), bringing to the fore the *whys*, *wheres*, and *hows* that weigh on EI. By doing so, we reveal contextual issues that are critical to our understanding of entrepreneurial activity as it relates to EI (Welter, 2011).

With respect to the *whys* that shape *EI as Property*, two primary sets of antecedents stand out at the individual and socio-cultural levels. At the individual level, motivation to start a business—whether intrinsic or extrinsic—is often invoked. Intrinsic motivations (n=10) are associated with individuals who deliberately choose entrepreneurship among other possible work options and include, for example, self-fulfillment (Ekinici et al., 2020) or self-achievement (Jain et al., 2009). By contrast, extrinsic motivations (n=3) are associated with those who are pushed into entrepreneurship by external factors, such as Finnish farmers under pressure from policy makers to diversify their agricultural activities (Vesala & Vesala, 2010).

At a socio-cultural level, direct interactions with mentors or peers (e.g., Falck et al., 2012; Smith & Woodworth, 2012)—often described as role models—can fuel individuals' decisions to embrace a self-definition as an entrepreneur (e.g., Byrne et al., 2019). For instance, Ahsan et al. (2018) show that students develop their EI by engaging with other successful entrepreneurs and business professionals, along with their professors. Moreover, the media and public discourse (n=7) exert a powerful normative influence on the formation of EI (Achtenhagen &

Welter, 2011). Specifically, the media provides entrepreneurs with a host of cultural tools such as narratives, imagery, symbols, and role models that they can leverage or emulate to elaborate socially accepted self-definitions as entrepreneurs. However, entrepreneurs can also relate to such cultural tools and role models more critically. For instance, MacNabb et al. (1993) showed that women entrepreneurs reject some of the very values associated with entrepreneurial role models, such as risk taking and profit motivation. In the same vein, Achtenhagen and Welter (2011) suggest that women entrepreneurs push back against gendered representations of entrepreneurship.

With respect to the *wheres* that shape EI as *Property*, EI has largely been theorized within sites that are designed to foster its formation. Specifically, formal institutions such as higher education contexts (n=7; e.g., Newbery et al., 2018; Smith & Woodworth, 2012) have been described as bolstering individuals' propensity to see themselves as entrepreneurs. Some (e.g., Ahsan et al., 2018) have noted that such contexts weigh not only on entrepreneurs' EI construction but also on its enactment. Beyond educational settings, networks (n=1; Hanson & Blake, 2009) and industry (n=14), especially low-tech industries (n=12) like the consulting industry (Conger et al., 2018), have been theorized as influencing the development of EI.

With respect to the *hows* that shape EI as *Property*, the research we reviewed focuses predominantly on identity formation (e.g., Hanson & Blake, 2009; Jain et al., 2009) and assumes that, once acquired, EI is hardly ever abandoned. Indeed, role or group exit and identity loss<sup>3</sup> are almost never discussed. Specifically, identity formation is theorized as individuals "assuming a specific role and/or a social identity" (Fauchart & Gruber, 2020, p. 19). For instance, Newbery and colleagues (2018, p. 55) show that students develop their EI by observation of role models, followed by direct experience, depicting identity formation as comprising an "awareness phase" and an "experiential phase." As this example implies, the

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<sup>3</sup> Exit signals a deliberate decision to quit a social role or identity, while loss may be more accidental, in response to undesired events such as bankruptcy or the unexpected death of a family member.

construction of EI is portrayed here in a rather linear way: it relates to the acquisition of specific knowledge that is instrumental to executing one's role.

Yet, as some have begun to suggest, EI formation may be far from linear (Vesala et al., 2007) and may require individuals to manage multiple—at times conflicting—identities at the founding and beyond. Pratt and Foreman (2000) theorized that individuals adopt one of four strategies to manage multiple identities: deletion (eliminating one or several identities); compartmentalization (maintaining different identities separate from one another); aggregation (maintaining different identities but connecting them); and integration (merging different identities into a new composite identity). However, as we alluded, scant research has examined how entrepreneurs manage their multiple identities. The few studies in our sample that touch on these dynamics show that entrepreneurs primarily leverage integration and aggregation to manage their multiple identities. For instance, Jain et al. (2009) documented that scientist entrepreneurs integrate their academic and entrepreneurial identities into a new hybrid identity, while Vesala and Vesala (2010) noted that Finnish farmers see themselves as entrepreneurs and as producers and aggregate these two identities by finding ways to selectively connect them while keeping them largely separate.

### ***What are the outcomes of entrepreneurial identity as property?***

EI *as Property* is not only influenced by but also influences outcomes at the individual, venture, and socio-cultural levels (see Figure 2). Below, we review the articles in our sample concerning such outcomes (n=31).

At an individual level, EI *as Property* affects entrepreneurs' passion or emotion (n=6), their cognitions, and their behaviors. Two of the foundational theories upon which research on EI *as Property* builds—identity theory and role identity theory—help explain why. Both suggest that role identities that rank higher than others in a hierarchy of salience are more self-

defining and that these identities exert the strongest influence on individuals' affect, cognitions, and behaviors (e.g., Stryker, 2002). Applying these insights to EI, Cardon and colleagues (2009) found that the more salient an entrepreneurial role identity, the more likely entrepreneurs are to experience passion related to their entrepreneurial endeavors. Similarly, Murnieks and colleagues (2014) suggest a direct effect of EI on passion such that the more central EI is, the higher the levels of passion experienced by entrepreneurs. Building on these insights, Murnieks and colleagues (2020) showed that EI centrality drives harmonious passion.

With respect to how EI shapes cognitions, research suggests that, when salient, EI can influence entrepreneurial intention (n= 4; Obschonka et al., 2012; Pfeifer et al., 2016) and opportunity recognition and exploitation (n=2). Indeed, salient identities function as cognitive filters, focusing entrepreneurs' attention on issues and information consistent with their identities. These dynamics tend to lead to the identification of different opportunities (Wry & York, 2017). In addition, EI shapes opportunity exploitation, although that differs based on specific EI content. Indeed, as Cardon and colleagues (2009) found, entrepreneurs tap into their particular knowledge and skills when exploiting new opportunities, which are associated with the self-defining roles they occupy.

As our review thus far suggests, EI also affects entrepreneurial behavior (n=6), including entrepreneurs' propensity to pursue their own economic self-interests or those of others, as is the case for darwinians and communitarians (Fauchart & Gruber, 2011), and their persistence in the face of obstacles and setbacks (Hoang & Gimeno, 2010). Morris and colleagues (2018) make this last point evident by showing that survival or lifestyle entrepreneurs, whose entrepreneurial role identities are less salient and thus less self-defining, tend to be less committed to their entrepreneurial endeavors. Existing research concerning how EI as *Property* influences individual-level outcomes has focused predominantly on the positive effects of EI on entrepreneurs' affect, cognitions, and behaviors. We still know little about how EI relates to

failure, how it might lead to psychological disengagement, or how it connects to the intention of starting a new venture after exit (see Rouse, 2016 for a notable exception).

At the venture level, EI primarily affects business creation (n=10), shaping the types of organizations that entrepreneurs launch and the markets they serve (Alsos et al., 2016; Fauchart & Gruber, 2011; Pan et al., 2019; Sieger et al., 2016). In addition, EI shapes founders' organizing efforts (Powell & Baker, 2017), including their hiring practices (Stewart & Hoell, 2016) and their ventures' strategic responses to adversity (Powell & Baker, 2014), which in turn affect their venture overall performance (n=10), including their capacity to successfully engage in resource acquisition (n=8). For example, Morris and colleagues (2018) recognize entrepreneurs' ventures as germane sites for the enactment of their EI. They further suggest that distinct EIs are associated with different types of organizations—such as survival, lifestyle, or high-growth—each of which engages differently in resource acquisition. Moreover, based on a longitudinal study of nine new resource-constrained ventures in the textile and apparel industry, Powell and Baker (2014, 2017) showed the critical role of EI in shaping how these organizations were able to withstand hardship. Beyond these foundational studies, we still lack knowledge of the multi-level mechanisms that link EI to the growth (n=5) of new businesses. Put differently, despite recognizing the centrality of identity in the entrepreneurial process, existing research says little about how EI influences the ways in which entrepreneurs structure, organize, and grow their ventures (e.g., Gruber & MacMillan, 2017; Shepherd et al., 2020).

At a socio-cultural level, EI affects how entrepreneurs pursue legitimacy (n=1). Notably, in his study of founders in the underground cannabis market, Klein (2017) showed that entrepreneurs rejected the prohibition of medical cannabis and latched onto other founders who shared similar views as the primary basis for positive self-definition. This helped them feel not only more positive about themselves but also more efficacious in pushing back against institutional mandates, ultimately gaining legitimacy as entrepreneurs. To our knowledge,

Klein's study is the only one to detail the effects of EI *as Property* at a broad socio-cultural level.

Taken together, we still lack understandings of how EI shapes others—employees, ventures, markets, communities, and so on—beyond the entrepreneurs themselves. Future research would benefit from examining the positive and negative effects of EI on such others and from better accounting for how entrepreneurs manage their multiple role identities, including EI.

### ***EI as Property: Summary***

This stream of research conceptualizes EI as a set of relatively stable and distinctive attributes and focuses largely on individual-level and venture-level outcomes of EI, as opposed to socio-cultural-level outcomes. Inherent in this EI conceptualization are assumptions of stasis, over-positivity, and universalism. For example, this stream has tended to adopt fairly narrow views of context, limiting it to a specific country or industry, and to assume that this context is interpreted and shapes entrepreneurs' understandings of who they are in similar ways. In addition, by conceptualizing EI as a set of relatively stable attributes, and examining it cross-sectionally, much of this research underplays the potentially transformative role of time in EI. Lastly, although scholars have acknowledged a dark side of identity (e.g., Ashforth, 2016; Rouse, 2016), studies of EI *as Property* have focused mostly on the positive effects of enacting EI. Studies of EI *as Process* provide a complementary perspective, which mitigates some of these challenges.

## ENTREPRENEURIAL IDENTITY AS PROCESS

As noted above, studies of *EI as Process* (n=99) cast EI as an ongoing accomplishment. This research tends to draw on narrative identity theory (Bruner, 1987, 1991; Ricoeur, 2012) and on identity work theory (Snow & Anderson, 1987; Sveningsson & Alvesson, 2003), and espouses largely social constructivist understandings of EI as something “fluid and emergent” (Hytti, 2005, p. 594). Here EI is “achieved” (Brown, 2004, p. 692) in relation to others in various ways (Johansson, 2004; Nielsen & Gartner, 2017).

### *What is the content of entrepreneurial identity as process?*

**Foundations and Definitions.** From the narrative identity theory and an identity work perspectives, EI has been defined as “the product of, and realized in, narrative accounts of individuals’ past, present and future” (Hytti, 2005, p. 598) and more specifically as something that is “produced through dialogues with clients, suppliers, employees, and family in a processual fashion” (Essers & Benschop, 2007, p. 52). In this way, EI may be thought of as inseparable from (inter)actions and context. This fluid view of EI (Down & Warren, 2008; Warren, 2004; Watson, 2009) is anchored in a similarly dynamic understanding of reality that follows a processual, ever-evolving ontology of becoming (Chia, 1995).

More specifically, from a narrative identity perspective, the content of EI is tightly bound to narratives that in turn configure and reconfigure EI over time (Hamilton, 2014, pp. 707, 709). Similarly, from an identity work perspective, it is through self-related accounts that entrepreneurs express and negotiate “who they are” (Navis & Glynn, 2011, p. 479). However, as Crosina (2018, p. 105) notes, EI comprises both “self-referential claims” as entrepreneurs and “actions” related to launching and running new ventures. Similarly, Clarke and Holt (2017)

found that, in addition to words, entrepreneurs draw upon physical settings, visual symbols, artifacts, and their bodies to define who they are as they go about creating their organizations.

Therefore, understanding EI as a dynamic process requires attention to entrepreneurs' words and deeds (Fletcher, 2006; Gherardi, 2015). However, existing research focuses predominantly on the former, including the language entrepreneurs use to define themselves (Jones et al., 2008). As a result, we know little about how EI comes to be in practice, including through entrepreneurs' behaviors. Not surprisingly, some researchers have deplored the notion of a disembodied entrepreneur that narrative identity and identity work research can suggest (e.g., Kašperová & Kitching, 2014; Poldner et al., 2019).

***Proactive or Reactive?*** When seen *as Process*, EI tends to be conceptualized as something proactive (n=59), triggered by entrepreneurs' desire—that is, as a quest (Phillips, 2013) to recognize (Lewis et al., 2016), learn from (Rae, 2004, 2006), and grow (Gill & Larson, 2014) entrepreneurial opportunities. For example, extrapolating from the narratives of two ecopreneurs, Phillips (2013) describes EI as a journey toward achieving a fulfilling life in harmony with the environment.

However, some research has begun to recognize that entrepreneurs might develop and draw upon their EI more defensively to shield themselves from trauma (Shepherd et al., 2019), as a means to confront setbacks, or to deal with broader challenges in their lives, such as poverty (Refai et al., 2018). Here EI may be thought of as a reactive process (n=40), a type of coping triggered by events outside of entrepreneurs' focal control that require management. Under these circumstances, EI is driven by lack rather than desire, whether a lack of alternatives (e.g., due to poverty) or equal opportunities (such as for women or migrant entrepreneurs). In a similar vein, Marlow and McAdam (2015, p. 805) describe EI as a process of “reflective accommodation,” which may take “regressive form(s)” (Gergen & Gergen, 1986). Several



studies concerning entrepreneurs' identity work (e.g., Essers & Benschop, 2007; Fenwick, 2002; Watson, 2009) highlight the tensions, conflicts, and struggles inherent in EI as a reactive process, including the strategies used by some, such as migrant and women entrepreneurs, to cope.

### ***What are the antecedents of entrepreneurial identity as process?***

Whether cast as proactive or reactive, *EI as Process* is influenced by various antecedents at the individual, venture, and socio-cultural levels (see Figure 2). Below, we review articles in our sample concerning such antecedents (n=55), again focusing on the *whys*, *wheres*, and *hows* that inform EI (see Welter, 2011).

With respect to the *whys* that shape *EI as Process*, two primary sets of antecedents stand out at the individual and socio-cultural levels. At an individual level, motivation to become an entrepreneur serves as a primary trigger of EI. Intrinsic motivations (n=20) like the desire “to raise awareness of societal problems” characterizing purpose-driven EI (Horst et al., 2020, p. 99) and the desire to implement new ideas (Lundqvist et al., 2015) have been found to induce some individuals to proactively embrace entrepreneurship and EI. By contrast, others engage in entrepreneurship and adopt EI more reactively, driven by extrinsic motivations (n=8) and largely as a means to alleviate personal difficulties (Garcia-Lorenzo et al., 2018). Studies of barefoot entrepreneurs seeking to defy poverty (Imas et al., 2012) or of women entrepreneurs fighting prejudice (e.g., Essers & Benschop, 2007, 2009; Masika, 2017) are illustrative of these dynamics.

At a socio-cultural level, interactions—including dialogue, confrontation, and negotiation with others—can shape an individual's decision to become an entrepreneur. In this way, EI may be seen as an “expression of relationships” (Fletcher & Watson, 2007, p. 13), with

others in one's social or personal circle exerting a strong influence beyond serving as possible role models. For example, Essers and colleagues (2013) found that family members' expectations and opinions influence how EI manifests itself (see also García & Welter, 2013). Such expectations and opinions span a number of domains, including entrepreneurs' gender (n=27; e.g., Tlaiss & Kauser, 2019), age (n=4; e.g., Mallett & Wapshott, 2015), and even ethnicity (n=9; e.g., Essers & Benschop, 2007). For instance, older necessity entrepreneurs routinely confront social skepticism and disdain and must find ways to cope as they define who they are as entrepreneurs (e.g., Mallett & Wapshott, 2015). Similar EI dynamics apply to women entrepreneurs, who are often discouraged in their pursuit of entrepreneurial endeavors (Fernandes & Mota-Ribeiro, 2017), which can affect their ability to engage in entrepreneurial behaviors, as documented by Welch and colleagues (2008).

Interestingly, with few exceptions (n=3), existing research disregards class as an antecedent to EI *as Process*. This is problematic because hierarchical status systems unlock differential resources (e.g., Ozasir Kacar & Essers, 2019). Moreover, although some studies have acknowledged the importance of others in co-constructing EI (Watson, 2009), there remains only limited knowledge regarding *how* this co-construction happens.

Methodologically, the prevalence of (single) interview studies (n=43) over ethnographic fieldwork combining observation, archival data, and interviews (n=7) contributes to a paradoxical empirical invisibility of others in EI *as Process* studies. Indeed, in much of this research, interviews generally focus on how entrepreneurs manage their identities, with others theorized as either socio-cultural background or the audience to entrepreneurs' identity work, as opposed to as active participants in it. As a result, we lack dyadic and group-level studies of how EI may be co-constructed through social interactions; for a notable exception, see Warren (2004) on EI and communities of practice. More efforts are necessary to understand how interactions with others shape EI and are shaped by entrepreneurs' agency.

With respect to the *wheres* that shape EI *as Process*, EI has been primarily investigated in traditionally low-tech industries (n=12), such as creative industries (e.g., Rae, 2004), and less often in high-tech industries (n=5), such as the mobile phone sector (e.g., Masika, 2017). In addition, entrepreneurs who proactively develop their EI are generally located within established economies (n=80) and embedded in environments that support and facilitate their identity construction. Such environments include higher education institutions (n=9), incubators (n=6), and networks (n=5). Here, too, entrepreneurs' very organizations—their ventures—are only seldom explored as sites for their identity work (e.g., Bruni et al., 2004).

By contrast, entrepreneurs who reactively develop their EI are generally situated within emerging economies (n=10), such as in deprived areas of Chile, Argentina, Zimbabwe, Ghana (Imas et al., 2012), and Uganda (Masika, 2017). In these contexts, entrepreneurs operate outside or at the margins of formal institutions and tend to develop their identities through practice (e.g., Werthes et al., 2018). Here, family firms are regarded as essential to the formation of EI, particularly among migrant families (Essers et al., 2013; Essers & Benschop, 2007). Exploring the relation between EI and family business, Aygören & Nordqvist (2015) expose EI as shaped by family and business institutions and shaping organizing practices in the family firm.

Beyond the aforementioned efforts to shed light on EI dynamics in emerging economies, EI *as Process* studies (e.g., Gill & Larson, 2014) tend to examine EI within established economies. In addition, although the investigation of varying “social and spatial processes, [and] not just economic processes” has been acknowledged as critical to deeper understandings of EI (Anderson et al., 2019, p. 1559; see also Katila et al., 2019), we still have limited knowledge of these processes and related contextual influences, whether cultural, socio-material, or geographic.

With respect to the *hows* that shape EI *as Process*, existing research focuses predominantly on identity construction (e.g., Watson, 2009) through identity work (e.g.,

Bjursell & Melin, 2011). EI is seen here as the result of an ongoing process of “personal and social emergence” (Rae, 2004, p. 494), tightly bound to learning and to defining oneself, and acting as an entrepreneur. Emergence—and more precisely *emerging*—involves dealing and engaging with institutions, others, and an array of media and public discourses (n=32). For example, building upon “Western male archetype[s],” Ozasir Kacar and Essers (2019, p. 716) noted that mainstream entrepreneurship discourse tends to place women at a disadvantage (e.g., Hamilton, 2014; Hytti & Heinonen, 2013). In response, women entrepreneurs dynamically construct their EI together with their gender by resisting or finding ways to acquiesce to male archetypes (Bruni et al., 2004). In this way, identity work helps women entrepreneurs manage possible discrepancies between their feminine identity and the expectations inherent in playing an entrepreneurial role and ultimately to achieve positive distinctiveness despite being disadvantaged (Gherardi, 2015).

Beyond the purposeful use of discursive resources (Watson, 2009), identity work concerns “the arrangement of personal appearance” and “physical settings and props” (Snow & Anderson, 1987, p. 1348). Clarke's (2011) study of entrepreneurs seeking resources through the strategic deployment of visuals is one of the few that illustrates these dynamics. Indeed, existing research provides limited insights into how objects or symbols play into entrepreneurs' identity work strategies and more specifically into the construction, maintenance, and annihilation of their EI.

### ***What are the outcomes of entrepreneurial identity as process?***

EI as *Process* is not only influenced by but also influences critical outcomes at the individual, venture, and socio-cultural levels. We review the next articles in our sample concerning such outcomes (n=18).

At the *individual* level, EI relates closely to activities at the very heart of entrepreneurship: opportunity recognition and exploitation (n=3) (Lewis et al., 2016), feedback seeking, interpreting, and implementing (Grimes, 2018), and to entrepreneurs' creative processes (Imas et al., 2012). In addition, EI has been linked to entrepreneurial behaviors (n=15) in which entrepreneurs routinely engage such as bricolage and brokerage (Stinchfield et al., 2013) or the strategic use of cultural clichés involving language of risk, bravery, ambition, and autonomy to fit (Down & Warren, 2008). However, as Shepherd and colleagues (2019) noted, the relationship between EI and entrepreneurial behavior may be more dialectical than causal—with EI shaping behavior and behavior shaping EI. As such, EI may be conceptualized as more of a mechanism than as something that unidirectionally influences individuals' thoughts and actions (Shepherd et al., 2019). Finally, although the effects of EI on individuals have been depicted as overwhelmingly positive, some emerging evidence indicates that EI can also lead to negative behavioral outcomes such as constrained innovation (Slade Shantz et al., 2018).

At the level of the *venture*, EI as *Process* can favor resource acquisition (n=7; Navis & Glynn, 2011) and, to a lesser extent, performance (n=1) and growth (n=2). Indeed, embracing EI can serve as a strategic means to access financial resources. Albinsson's (2018) study of Swedish musicians illustrates these dynamics. EI can also enable entrepreneurs to build their business networks, as exemplified by Stoyanov's research on migrant entrepreneurs (Stoyanov, 2018; Stoyanov et al., 2018). In particular, by gaining acceptance and embeddedness in their host countries for who they were, these founders shaped their ventures' creation (n=4). Zuzul and Tripsas (2020) suggest a close link between EI and venture creation focusing on firm-level inertia and flexibility. They discovered that founders who espoused a "revolutionary" EI were trapped in a constant quest for novelty and thus inadvertently encouraged firm inertia. By contrast, those who saw themselves as "discoverers" fostered firm flexibility through the implementation of adaptive changes (Zuzul & Tripsas, 2020).

At a *socio-cultural* level, entrepreneurs tap into who they are as a primary means to achieve legitimacy from their stakeholders (n=15). As such, besides being claimed and displayed, EI must be granted. As we have noted above, entrepreneurship is largely located within a masculine domain. Thus, gaining legitimacy often encompasses performing masculinity (Swail & Marlow, 2018). To illustrate this point, Lewis (2015) highlights how women entrepreneurs perform belonging at the intersection of gender and entrepreneurship through various practices, such as accessing networks through male partners, concealing their femininity, or reproducing dominant masculine norms. Performing masculinity in attempts to be recognized as legitimate is not just a prerogative of women entrepreneurs. Indeed, men entrepreneurs also must perform masculinity to gain acceptance from others. Gaining legitimacy for one's EI sakes requires skillful impression management, which may include displaying visual symbols, "setting, props, dress, and expressiveness" (Anderson et al., 2019; Clarke, 2011, p. 1365). However, there may be limits to individuals' ability to engage in such impression management, which often puts women and migrant entrepreneurs seeking legitimacy for their EIs and behaviors at a disadvantage (Abd Hamid et al., 2019).

Besides legitimacy, emancipation (n=3) is another socio-cultural outcome of EI, although it has received comparatively less attention. Notably, the few studies that concern EI as it relates to emancipation focus on how women's micro-emancipatory acts of "strategic disobedience," including defying broader social discourses and expectations, help them assert their identities as entrepreneurs despite patriarchic constraints (Barragan et al., 2018). Finally, few studies consider EI as it connects to broader regional and local development issues (n=5). Notably, Berglund and colleagues (2016) examined EI in relation to the turnaround of a depleted community. Warren and colleagues (2017) suggest that indigenous Maori entrepreneurs' EI is shaped by their socio-cultural environment. Similarly, Gill and Larson (2014, p. 538) suggest that EI "contributes to place-making," with entrepreneurs shaping both

where they work and live. However, the ways in which EI's influence in these contexts is realized remains largely unclear.

### ***EI as Process: Summary***

Overall, this stream of research conceptualizes EI as a dynamic and fluid process of emergence. It brings to the fore individual and socio-cultural antecedents of EI, exploring largely discrete characteristics of entrepreneurs—such as their gender, ethnicity, or age—rather than considering them in concert or at their intersection. Narratives, as socio-cultural tools that entrepreneurs leverage to construct or otherwise work on their identities, take the lion's share of attention. By contrast, other symbolic and material tools (e.g., entrepreneurs' bodies) have been overlooked in how entrepreneurs construct and enact their EI (see Clarke, 2011; Katila et al., 2019; Poldner et al., 2019 for notable exceptions). These, in turn, stem from unique socio-cognitive contexts such as entrepreneurs' families, peer groups, and communities, which have also been only marginally considered. Indeed, *EI as Process* research tends to privilege *distal* spatial contexts—such as entrepreneurs' countries or industries—and only rarely explores EI in relation to more *proximal* contexts, such as their families or communities. Yet, emerging evidence suggests the importance of capturing more fully the complexity and fluidity of EI in relation to these very contexts (Radu-Lefebvre et al., 2019). Further, existing research in this stream focuses on how EI construction leads to largely positive consequences, omitting possible negative repercussions and struggles. As a result, we know little about how entrepreneurs may go about seeking to lose or reconstruct their EI.

## TOWARD AN INTEGRATIVE MODEL OF EI

Together, these analyses culminated in the elaboration of Figure 3: an integrative model of EI. Building on Figure 2, this model not only encapsulates the field, but also brings to the fore various theoretical mechanisms and relationships that warrant further exploration (to which we have alluded hereto). As the legend at the bottom of Figure 3 suggests, shapes filled in black denote overlooked areas in the literature—the interplay of temporal, socio-cognitive, and spatial contexts and the mechanisms of losing EI and reconstructing EI, respectively—while dashed lines and arrows signal relationships that would benefit from further attention.

--- Insert Figure 3 about here ---

We use this figure to orient our discussion of relevant areas for future research.

## FUTURE RESEARCH AGENDA

At the broadest level, our systematic integrative review reveals that existing EI research revolves around two primary analytical conceptualizations of EI: *as Property* and *as Process*. Due to their grounding in distinct ontological, epistemological, and theoretical assumptions, such understandings rarely intersect. This creates opportunities for extending and building theory. We see such opportunities as fitting one of two primary overarching themes: (1) the interplay of EI and temporal, socio-cognitive, and spatial contexts; and (2) mechanisms for reconstructing and losing EI.

### *Interplay of EI and Temporal, Socio-Cognitive, and Spatial contexts*

Although EI research acknowledges the centrality of context for both constructing and enacting EI, the empirical texts in our sample tend to study entrepreneurs in relation to a particular temporal and spatial context, generally limiting “context” to entrepreneurs’ relative experience



and/or country. Indeed, fewer than a third of the empirical papers in our sample account for how other contextual influences shape “who entrepreneurs are” or who they might want to be. We see opportunities for theoretical extension by opening the black box of temporal, socio-cognitive, and spatial contexts, and by theorizing their possible interplay and joint influence on EI.

**Temporal context.** Existing EI research has tended to investigate the construction and enactment of EI through a largely static temporal lens. Entrepreneurs are generally described as fitting one of three groups— aspiring, nascent, or experienced (Rotefoss & Kolvereid, 2005)—which reflects their in-the-moment temporal inscription in the entrepreneurial process (see Figure 2). By comparison, limited effort has been dedicated to investigating their transitions from aspiring to nascent, and onward to experienced entrepreneurs. In addition, conceptualizations of time as it relates to EI tend to assume linearity: entrepreneurs are portrayed as developing their identities following comparable stages that unfold in largely sequential order (e.g., Newbery et al., 2018). This warrants reconsideration, especially given emerging recognitions that EI is closely associated with the subjective perception and enactment of time (Wilson et al., 2009) and that entrepreneurs likely draw upon their identities in different ways, in different situations, and at different points in their careers (Byrne et al., 2021).

Thus, to more fully capture the complexity of time as it relates to the development and evolution of EI, future research would benefit from embracing longitudinal and socio-constructivist approaches (e.g., Crosina, 2018; O’Neil et al., 2020) that are appropriate for capturing “how things evolve... and why” and theorizing “complex” phenomena (Langley, 1999, p. 691). Longitudinal research involving data such as interviews and ethnographic observations could also help trace critical the relational and organizational implications

associated with changes in EI over time, beyond the founding stage. When conducting such studies, scholars should remain attentive not only to what entrepreneurs themselves do as they construct and enact their identities over time but also to the actions in which they engage together with, or in relation to, others, thus remaining open to EI as an evolving, relational construct (Fletcher & Watson, 2007).

Longitudinal and socio-constructivist approaches aimed at more fully situating EI temporally might also involve examining a host of historical and archival data (Jones & Wadhvani, 2006). Different historical periods value and account for time in distinct ways and are characterized by varying levels of technical and technological development, among other differences (Vaesen & Houkes, 2017). This way, opportunities and constraints of a given historic period likely impact the formation (including the very content) and enactment of EI. For this reason, we believe that examining EI as influenced by, or as influencing specific historical circumstances could lead to the discovery of novel antecedents and outcomes of EI, and to potential novel mechanisms and strategies associated with EI construction and maintenance.

***Socio-cognitive context.*** Despite recognizing the importance of entrepreneurs' proximal social contexts—generally comprised of their families, peer groups, and/or communities (Berglund et al., 2016; Essers et al., 2013; Falck et al., 2012)—existing research has tended to examine the influence of such contexts on EI unilaterally, overlooking how EI itself can weigh on the very definition of family, peers, and community (see Figure 2). Yet, we know that entrepreneurs are not only shaped by context; they can also exert powerful influence over it. Entrepreneurs' understanding of, and relationships within, a given context are critical in shaping what this context means to them (Welter et al., 2016) (hence our label “socio-cognitive”). In this vein, future research may fruitfully explore context not as something that “already exists out there,”

separate from entrepreneurs, but instead as something actively constructed through ongoing interpreting and relating.

Yet, we should also not overemphasize entrepreneurs' capacity to influence their EI or socio-cognitive contexts. To illustrate, entrepreneurs' bodies endow them with a set of features such as sex and ethnicity that can be difficult to modify (e.g., Kašperová & Kitching, 2014). Further, operating under conditions of poverty may limit entrepreneurs' agency and, by doing so, constrain the development of their EI (Baker & Welter, 2020). By contrast, major crises or the experience of setback may set EI in motion, if as nothing other than a coping mechanism (e.g., Powell & Baker, 2014). Because our knowledge of these situations and of entrepreneurs' primary socio-cognitive contexts of reference remains limited, future research would benefit from examining how entrepreneurs' understandings of, and relationships within their most proximal environments might affect and be affected by their EI, particularly in moments of crisis and lingering uncertainty.

***Spatial context.*** With respect to spatial context, studies of EI within established economies have received the lion's share of attention. We know less about emerging economies and the diversity among them as possible spaces of becoming (see Figure 2). Exploring the EI-context nexus in such contexts offers opportunities for theoretical integration and extension (see Baker & Welter, 2020; Jones et al., 2019). In particular, by acknowledging that EI is constructed through particular resources that are available to entrepreneurs in a specific place at a given time (Brown, 2015), future scholarship may better account for the multiplicity and heterogeneity of EI (Welter et al., 2017). For example, focusing on issues of EI in emerging economies might broaden our understanding of intercultural and inter-group variation in how EI is constructed and enacted, thus expanding our knowledge of socio-cultural antecedents of EI and possibly capturing less-studied outcomes of EI, such as EI's impact on regional/local development.

Moreover, prior studies rarely investigate EI in relation to ostensibly more proximal spatial contexts. Thus, future research would benefit from examining EI by accounting more fully for entrepreneurs' industries, ventures, and workspaces as possible sites for the construction and enactment of their identities. This might involve a move from viewing EI as a star to instead approaching it as an ensemble member (Pratt, 2020); that is, assessing how EI relates to other organizational dynamics like venture location, financing, and growth (e.g., Ekinici et al., 2020).

Prior EI research is especially sparse with respect to the socio-material context as a possible influence on EI. However, some scholars, especially those working from an entrepreneurship as practice perspective, suggest an interplay between the socio-materiality of entrepreneurial situations and the construction and enactment of EI (e.g., Cohen & Musson, 2000; Imas et al., 2012). These insights invite a further (empirical) emphasis on uncovering how the socio-material world, such as start-up events (Katila et al., 2019) surrounding entrepreneurs, shapes and is shaped by their EI.

To summarize, prior research acknowledges the influence of various types of contexts on EI but overlooks their *interplay*, *fluidity*, and possibly *multiplicity* (Welter, 2011). A more dynamic understanding of different contexts and their interplay is necessary (Baker & Welter, 2020; Welter, 2011). As Laclau notes (1992, pp. 84–85), EI is not “a medium through which universality operates,” but a space where particularities coexist. Because contexts are “intersectional” (cf. Welter et al., 2016, p. 1)—meaning that entrepreneurs can be simultaneously embedded in various temporal, socio-cognitive, and spatial contexts—future EI research would benefit from accounting for how such contexts shape, separately or together, the construction and enactment of EI. Greater attention toward these dynamics may also help reveal the contextual conditions under which EI may be more fixed or fluid rather than just fixed or fluid as the EI *as Property* and *as Process* perspectives suggest. In this way, a deeper

focus on contexts, including how entrepreneurs interpret and relate to their respective environments, may help build important conceptual bridges between the *EI as Property* and *EI as Process* perspectives.

### ***Mechanisms for Reconstructing and Losing EI***

Prior research that theorizes EI as an ongoing accomplishment (Hytti, 2005; Johansson, 2004; Nielsen & Gartner, 2017) suggests more or less overtly the construction and enactment of EI, tying distinct EI antecedents with outcomes (see “constructing” and “enacting” EI in Figures 2 and 3). Specifically, our review indicates that entrepreneurs deploy a range of individual, venture, and socio-cultural resources to define who they are and strive to behave in ways that are consistent with these self-definitions. Yet, as some have suggested (Shepherd et al., 2020), neither the resources entrepreneurs deploy to define their EI, nor the array of outcomes associated with their EI, are fixed or otherwise stable. Rather, entrepreneurs may accidentally lose their EI, in conjunction with venture failure, for example. When this happens, they may either accept the loss or mobilize to reconstruct their EI. We still know little about these dynamics. Given the increasing precariousness of modern firms—which have become more and more vulnerable to disruptive events such as bankruptcies, scandals, and even natural disasters (Crosina & Pratt, 2019; Shepherd & Williams, 2020; Williams & Shepherd, 2018)—this focus appears both timely and important. This entails honoring EI as something which, in figurative language, is not only born and grows but also may age or experience decay and, under extreme circumstances, even “die.” In Figure 3 we denote these overlooked mechanisms under the labels “reconstructing” and “losing” EI.

***Reconstructing EI.*** Research in management and other fields has long suggested that work identity may be dynamically constructed and re-constructed (Snow & Anderson, 1987;

Sveningsson & Alvesson, 2003), particularly as workers change and advance in their roles (Ibarra, 1999), encounter events or circumstances that threaten who they are (Petriglieri, 2011), or as they interact with and work alongside influential others (Bruni et al., 2004). Identities can also vary in their relative centrality, complementarity, and degree of separation and may coexist in unison or tension (Abd Hamid et al., 2019; Barragan et al., 2018; Essers et al., 2013; Fernandes & Mota-Ribeiro, 2017; Shepherd et al., 2019). In addition, such configurations of identities may change over time, and individuals may adopt distinct strategies in efforts to manage them. Indeed, as we noted above (see p. 19), Pratt and Foreman (2000) identified almost twenty years ago four main strategies that individuals use to deal with multiple identities: deletion, compartmentalization, aggregation, and integration. However, entrepreneurs' possible use of these strategies, beyond rare examples of aggregation (e.g., farmer-entrepreneur or musician-entrepreneur studies), compartmentalization (e.g., women entrepreneurs), or integration (e.g., hybrid identity studies) remains largely unclear (e.g., Jain et al., 2009; Vesala & Vesala, 2010). Taken together, future studies may thus more systematically explore how entrepreneurs reconstruct EI in relation to the host of other identities they hold and how this might affect their motivations, emotions, and cognitions (see Pratt, 2020 for calls for research).

Moreover, future research would benefit from examining how reconstructing EI could change the relationship that ties EI to entrepreneurs' other identities. Figuratively, does EI reconstruction lead to EI fitting a larger puzzle of identities that intersect harmoniously? Does it lead to EI becoming a square peg which does not but still strives to fit a square hole round peg and thus becoming a source of conflict or tension? For instance, prior research points at tensions between gender, ethnic identities, and EI (e.g., Essers & Benschop, 2009). It could be fruitful to explore how these tensions may be magnified or mitigated following the reconstruction of EI. In this vein, given that entrepreneurship has traditionally been characterized as a masculine domain (Marlow & McAdam, 2015), future studies could

generatively explore how masculinities and femininities shape the reconstruction of EI for both men and women. Further, because existing research only tangentially addresses issues of emancipation in relation to EI outcomes, such as women's micro-emancipatory acts in patriarchic cultures (Barragan et al., 2018), we see possibilities for examining emancipation in relation to EI reconstruction (e.g., Butler, 1990; Foucault, 1982).

*Losing EI.* As our review makes evident, although scholars have spent considerable efforts articulating how and why people might make the transition into entrepreneurship and the accompanying construction of EI (e.g., Dobrev & Barnett, 2005), it is less clear what losing EI might entail. Rich opportunities for theory elaboration lie in revealing what may appear to be the mundane work that allows entrepreneurs to either sustain or let go of their EI. In this vein, what are the organizational or personal events that may accidentally trigger EI loss? A better understanding of these circumstances is likely to yield insights into how individuals might manage EI loss, including the host of resources to which they may or not dispose in their efforts.

In addition, much existing theorizing portrays EI as something desirable that individuals strive to attain as a primary means to gain resources, legitimacy, or to positively stand out. However, emerging evidence indicates that EI may also be the source of negative emotions (Muhr et al., 2019), blind obedience, and escalation of commitment (Orser et al., 2011; Rouse, 2016). Under what conditions, then, might entrepreneurs seek to purposely lose their EI and to what ends? Some have noted that competing demands between multiple identities—such as mother and entrepreneur—may cause burnout and eventually lead some women to giving up their entrepreneurial careers to avoid stress or interpersonal conflicts (Foley et al., 2018). What implications might this type of choice hold for the EI of these women and others in comparable circumstances?

People may also voluntarily decide to give up their EI because either they or others in their social circles perceive it as negative, associated with sheer ambition, power, or a lack of morality (Petriglieri, 2011). Appreciating the host of factors that may exacerbate or attenuate such perceptions would help advance our understanding of why people may decide to lose their EI. Taken together, we need more scholarly efforts to uncover when, how, and why EI loss occurs and how it might affect entrepreneurs' own health and well-being (Shepherd, 2015; Wiklund et al., 2019).

Given the centrality of EI in the entrepreneurial process, we hope that these ideas stimulate new research in this critical and still germane area of inquiry. We end where we began: opportunities lie ahead to more fully capture the complexity of the field of EI as it relates to the dynamic phenomenon of entrepreneurship. After all, as cartographers, we can only sketch "imperfect renderings of territory"; however, we hope that our map will "animate" others, academics and practitioners alike (Weick, 1990, pp. 7–8).

## **CONCLUSION**

EI research increased exponentially over the last three decades in fragmented and disparate directions. Prior to our review, we lacked a framework to lend structure to, and integrate, this critical area of inquiry. Here, we systematically parsed antecedents, outcomes, and content of EI as well as their relationships, offering both a fine-grained view of EI's analytical roles in extant theorizing and conceptualizations of EI. By doing so, we revealed critical gaps in our understanding and suggested novel avenues for future scholarship.



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## TABLES AND FIGURES

**Table 1. Data Collection and Curation Process**

	Database	Web of Science		EBSCO	
		July 24th 2019	September 12th 2019	September 30th 2019	
<b>DATA COLLECTION</b>	Search Date	all years			
	Timespan				
	Level of research	Abstract, Title, Keywords		Abstract	
	Search String	"entrepreneur* AND identit*"	("identity work" OR "entrepreneurial identit*" OR liminal* OR "founder* identit*" OR "identity process*" OR "social identit*") AND (entrepreneur* OR founder* OR "new venture*"	"entrepreneur* AND identit*"	("identity work" OR "entrepreneurial identit*" OR liminal* OR "founder* identit*" OR "identity process*" OR "social identit*") AND (entrepreneur* OR founder* OR "new venture*"
	Number of articles (A)	1314 (A1)	258 (A2)	550 (A3)	107(A4)
	Articles from ABS-ranked journals (B)	821 (B1)	218 (B2)	291 (B3)	89 (B4)
	Deduplication (B1 & B2)	-	115 (C2)	-	
	Deduplication (B1 & B2 & B3 & B4)	-	-	95 (E2)	
	Articles from ABS-ranked journals after deduplication checks	1031			
	<b>DATA CURATION</b>	Selected after 1st round - abstract reading (from B1 & C2)	358 (E1)		-
Selected after 2nd round - abstract reading (from E1 & E2)		171 (F1)		31 (F2)	
Sample based on abstract reading (F1+F2)		202			
Selected after 3th round - abstract reading and selective full text reading		164			
Selected after 4th round - selective full text reading		157			
Selected after 5th round - full text reading and coding	<b>128</b>				
<b>DATA COLLECTION UPDATE</b>	Search Date	September 24th 2020			
	New Articles from ABS-ranked journals	385 (G1)		336 (G2)	
<b>DATA CURATION UPDATE</b>	Selected after 1st round - abstract reading (from G1 & G2)	53			
	Selected after 2nd round - selective full text reading	<b>25</b>			
<b>FINAL SAMPLE</b>	<b>Sample based on full text reading and coding (128 + 25)</b>	<b>153</b>			

**Table 2. Data coding and clustering of themes**

<b>Descriptive themes</b>	<b>Higher order themes</b>	<b>Integrative themes</b>
Focus	EI as Star or Ensemble Member*	IDENTITY(IES) IN CONTEXT
Primary insights		
Paradigms	Asset or Liability	EI as PROPERTY
Foundational Theory(ies) of Identity	Proactive or Reactive	EI as PROCESS
Method(s)		
Sample(s)	Individual Antecedents	CONSTRUCTING
Motivation(s)		
Gender		
Ethnicity		
Age		
Occupation		
Class		
Body		
Family business		
Network		
Incubator	Socio-cultural Antecedents	
Education		
Media and Public discourse	Individual Outcomes	ENACTING
Passion/Emotion		
Opportunity recognition and exploitation		
Entrepreneurial intention		
Entrepreneurial behavior		
Resource acquisition	Venture Outcomes	
Creation		
Growth		
Performance		
Legitimacy	Socio-cultural Outcomes	
Emancipation		
Regional/Local development		
Aspiring entrepreneurs	Experience	LAYERS OF CONTEXT
Nascent entrepreneurs		
Experienced entrepreneurs	Industry	
High-tech industry		
Low-tech industry	Country	
Emerging economies		
Established economies		

\* Pratt, M. G. (2020). Identity Saves the World?: Musings on Where Identity Research Has Been and Where It Might Go. In A. D. Brown (Ed.), *The Oxford Handbook of Identities in Organizations* (pp. 880–895). Oxford University Press.

**Table 3. Full Sample of the 153 Articles Included in the Review**

Article	Type	Nature of Identity	Role of Identity	Identity in Context(s)	Focus	Country	Method	Experience	Primary Insights
Abd Hamid, O'Kane, & Everett (2019)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of identity work of ethnic migrant entrepreneurs trying to build legitimacy in a host country	Malaysia	Interviews (39 interviews)	Nascent entrepreneurs	This article highlights ethnic migrant "entrepreneur's identity" as influencing socio-cultural outcomes. Specifically, it shows how entrepreneurs' identity work both blurs and strengthens host-home country boundaries to enable entrepreneurs to gain legitimacy.
Achtemhagen & Welter (2011)	Empirical	EI as Property (Liability)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of the representation of women's entrepreneurship in German newspapers and its evolution over time	Germany	Content analysis (4955 press articles in German newspapers)	Nascent entrepreneurs	This article highlights "entrepreneurs' role identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that German newspapers represent women entrepreneurs in a gender stereotyped way, which might restrict their propensity to envision entrepreneurship as a potential and desirable career option.
Ahsan, Zheng, DeNoble, & Musteen (2018)	Empirical	EI as Property (Asset)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of mentoring relations in the construction of students' entrepreneurial identity and venture launching	United States	Case study (14 case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level, venture-level and socio-cultural antecedents, and as influencing venture-level outcomes. Specifically, it shows that students are driven by intrinsic motivations; incubation shapes student entrepreneurial identities in an education context; these identities, in turn, affect venture creation and performance.
Albinsson (2018)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of the problematic self-definition as an entrepreneur by Swedish musicians in the non-profit sector in the construction of their entrepreneur identity	Sweden	Interviews (24 interviews)	Nascent entrepreneurs	This article highlights "entrepreneur identity" as influenced by individual-level antecedents. Specifically, it shows that musicians accept the occupational label "entrepreneur" for themselves but most see themselves as necessity entrepreneurs, and some as reluctant entrepreneurs.
Alsos, Clausen, Hytti, & Sovoll (2016)	Empirical	EI as Property (Asset)	Influencing	Star - Identity as primary construct	The role of entrepreneurs' social identity (based on Fauchard and Guber typology, 2011) and its effects on entrepreneurial behavior	Norway	Interviews (6 interviews); Survey (350 participants)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level and venture-level outcomes. Specifically, it shows that different entrepreneurial identities of start-up entrepreneurs affect their entrepreneurial behavior and business creation; Darwinian and Missionaries entrepreneurs predominantly engaging in causal behavior, while Communitarian entrepreneurs engage in both causal and effectual behavior.
Anderson & Warren (2011)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of the identity play of Michael O'Leary as represented by UK newspapers	Ireland	Discourse analysis (4213 articles)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Specifically, it shows how a famous UK entrepreneur, Michael O'Leary, leverages on media discourse to strategically construct a unique entrepreneurial identity.
Anderson, Warren, & Bensemann (2019)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of the relationship between entrepreneurial identity and entrepreneurship practice in a rural small town context	New Zealand	Case study (12 interviews); Participant observation	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level and socio-cultural outcomes. Specifically, it shows how the entrepreneurial identity of a woman entrepreneur shapes her entrepreneurial behavior and legitimacy, contributing to the local development of a town having suffered economically.
Aygören & Nordqvist (2015)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of family and business institutions in the formation of social identities of family business members at the intersection of gender and ethnicity	Sweden	Case study (2 case studies)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level and venture-level antecedents, and as influencing individual-level outcomes. Specifically, it shows that, in a family business context, family business members enact their identities at the intersection of gender and ethnicity, which affects their emotions.
Barragan, Eroglu, & Essers (2018)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of microemancipation of women entrepreneurs in a patriarchal society	United Arab Emirates	Interviews (22 interviews)	Nascent entrepreneurs	This article highlights entrepreneurial identity as influencing socio-cultural outcomes. Specifically, it shows how, in a patriarchal society, women entrepreneurs leverage on their entrepreneurial identity to achieve emancipation.
Barrett & Veshmina (2017)	Empirical	EI as Property (Asset)	Influenced	Star - Identity as primary construct	The role of identity work of ethnic and migrant entrepreneurs through a habitus lens	United Kingdom	Interviews (10 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identities" as influenced by individual-level antecedents. Specifically, it shows how ethnic identity (i.e., Polish identity) and entrepreneurial identities intersect in different ways for entrepreneurs with Polish origins but grown up in the UK as compared to migrant Polish entrepreneurs, each driven by distinct intrinsic or extrinsic motivations.
Bell et al. (2019)	Empirical	EI as Property (Asset)	Influenced	Star - Identity as primary construct	The role of entrepreneurial identity in the United Kingdom and China, understood through the lens of entrepreneur-as-role and the self-as-entrepreneur	United Kingdom and China	Interviews (20 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that entrepreneurs from UK and China are both driven by intrinsic motivations.
Berglund, Guddefors, & Lindgren (2016)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial identity in relation to regional development	Sweden	Case study (single ethnographic case study)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing socio-cultural outcomes. Specifically, it shows how, within a depleted community, entrepreneurial identity triggers regional development, rural change having been made possible by a change in identity positions.
Bjursell & Melin (2011)	Empirical	EI as Process (Reactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The entrepreneurial identity construction (as an ongoing narrative) that women from different family businesses deploy	Sweden	Interviews (12 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and venture-level antecedents. Specifically, it shows that women entrepreneurs are driven by either intrinsic or extrinsic motivations in family businesses.
Bredvold & Skååen (2016)	Empirical	EI as Process (Proactive)	Influencing	Star - Identity as primary construct	The construction of an entrepreneurial identity by lifestyle entrepreneurs and its influence on entrepreneurial actions	Norway	Interviews (6 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level antecedents, and as influencing how lifestyle entrepreneurs draw upon four main narratives of entrepreneurial identity - the modern, the loyal, the freedom-seeking and the post-modern entrepreneur - to achieve emancipation.
Bruni, Cherardi, & Poggio (2004)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The enactment of gender and entrepreneurship as situated intertwined practices	Italy	Case study (2 ethnographic case studies)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents, and as influencing individual-level outcomes. Specifically, it shows five different processes of the construction of gender and entrepreneurship: women entrepreneur's identity affects their behavior particularly in relation to transgressing hegemonic masculine entrepreneurship.
Byrne, Fattoum, & Diaz Garcia (2019)	Empirical	EI as Property (Asset)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The representation of women entrepreneurs and entrepreneurship provided by women entrepreneurs role models	France	Content analysis (51 videos with women entrepreneurs)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that entrepreneurial role models promoted in the media convey the image of a successful upper-class woman entrepreneur, which perpetuates a unique, individualized woman identity as an entrepreneur; an alternative entrepreneurial femininity is identified: the fun-preneur.
Cardon, Wincent, Singh, & Dmosek (2009)	Conceptual	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The elaboration of a new conceptualization of entrepreneurial passion in relation to salient entrepreneurial role identities	N/A	N/A	N/A	This article highlights "entrepreneurial role identities" as influencing individual-level and venture-level outcomes. Specifically, it shows that entrepreneurs draw upon their role identities as an inventor, a founder and a developer, and how these role identities - when central - trigger passion, and shape opportunity recognition and exploitation, which affects venture creation.
Chassierio, Pailot, & Poroli (2014)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of identity work of women entrepreneurs managing multiple social identities	France	Interviews (41 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows how French women entrepreneurs draw on media and public discourse to manage multiple identities in creative ways - accommodating, transforming and enriching their identities in a family business context.
Clarke & Holt (2017)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of visual metaphor in how entrepreneurs make sense of their entrepreneurial identities	United Kingdom	Visual analysis (20 drawings of 20 entrepreneurs)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows how entrepreneurs may activate not one but many entrepreneurial identities at the same time; these identities can be understood by examining the metaphors entrepreneurs use to describe who they are as embodied individuals.
Clarke (2011)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of using visual symbols in practice to acquire institutional legitimacy and resources as an entrepreneur	United Kingdom	Visual ethnography; Interviews (3 interviews); Participant observation	Nascent entrepreneurs, Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents, and as influencing venture-level and socio-cultural outcomes. Specifically, it shows that entrepreneurs use visual symbols such as setting, props, dress, and expressiveness to acquire resources and gain legitimacy in relation to their stakeholders.
Cohen & Musson (2000)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of the enterprise discourse and how it is mobilized to (re)construct material practices and entrepreneurial identities	United Kingdom	Case study (2 case studies; one longitudinal)	Nascent entrepreneurs	This article highlights "entrepreneurial identities" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that media and public discourse of enterprise constitutes individuals, many of the studied women entrepreneurs feeling able to be entrepreneurial only outside of traditional organizations or not considering themselves entrepreneurs because of the masculine image of entrepreneurship.
Conger, McMullen, Bergman, & York (2018)	Empirical	EI as Property (Asset)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of prosocial organizing in the construction of entrepreneur's identity	United States	Interviews (31 interviews)	Nascent entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents. Specifically, it shows that entrepreneurs are driven by intrinsic motivations and that becoming members of a prosocial category enhances their identity-driven reflexivity.
Dobrev & Barnett (2005)	Empirical	EI as Property (Asset)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The effects of role hinge on founder's identity, and in the transition from one organization to founding a new venture	United States	Survey (5,283 participants)	Nascent entrepreneurs, Experienced entrepreneurs	This article highlights "founder's identity" as influenced by individual-level antecedents. Specifically, it shows that characteristics of the occupational roles that individuals hold in existing organizations predict their propensity to develop an entrepreneurial identity.
Dobson & McLuskie (2020)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of place in the construction of an entrepreneurial identity in the context of launching sport enterprises	United Kingdom	Interviews (6 interviews); Participant observation	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents, and as influencing individual-level outcomes. Specifically, it shows how MTB trainers and guides develop their entrepreneurial identities, driven by intrinsic motivation; entrepreneurial identities shaping their entrepreneurial behavior.
Dodd (2002)	Empirical	EI as Property (Asset)	Influenced	Star - Identity as primary construct	The role of metaphors of entrepreneurship in developing a cultural model of entrepreneurship	United States	Discourse analysis (metaphors of entrepreneurship in 24 press articles)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Specifically, it shows that metaphors of entrepreneurship provided by the media discourse anchor and reveal the cultural model of entrepreneurship specific to a culture; in United States, the study indicates that entrepreneurship is depicted as a journey, a race, as parenting, building, a war, iconoclasm, and passion.



Article	Type	Nature of Identity	Role of Identity	Identity in Context(s)	Focus	Country	Method	Experience	Primary Insights
Down & Reveley (2004)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of generational relations in the formation of entrepreneurial identity in a small business context	United Kingdom	Case study (single, longitudinal, ethnographic case study)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows how entrepreneurial identity is shaped by age, generational encounters driving the decision to choose an entrepreneurial career and supporting individuals' efforts during the transition from employee to entrepreneur.
Down & Warren (2008)	Empirical	EI as Process (Proactive)	Influencing	Star - Identity as primary construct	The role of cultural clichés used by entrepreneurs to create and maintain their entrepreneurial identity	United Kingdom	Case study (2 longitudinal, ethnographic case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level outcomes. Specifically, it shows how entrepreneurs use cliché (the stereotypical representation of the ideal entrepreneur) to build and maintain a solid and coherent narrative of who they are and what they do, their entrepreneurial identity affecting their entrepreneurial behavior.
Driver (2017)	Empirical	EI as Process (Reactive)	Influencing	Star - Identity as primary construct	The role of identity work of social entrepreneurs from a psychoanalytic (Lacanian) perspective	United States	Interviews (61 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level outcomes. Specifically, it shows how the entrepreneurial identity work of social entrepreneurs enables them to achieve emancipation through their active engagement with the deficiencies of capitalism.
Ekinci et al. (2020)	Empirical	EI as Property (Asset)	Influenced and Influencing	Star - Identity as primary construct	The role of different types of identities - entrepreneurial, manager, personal, and social identities - before and during venture growth	United Kingdom	Interviews (6 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents, and as influencing venture-level outcomes. Specifically, it shows that entrepreneur's identity is driven by intrinsic motivations; moreover, it shows that venture growth is not only driven by the availability of financial resources but also by the entrepreneur's identity.
Essers & Benschop (2007)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of identity work in the identity construction of women ethnic minority entrepreneurs	Netherlands	Interviews (20 interviews)	Nascent entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows how women in family business construct their entrepreneurial identities through different strategies of conforming or resisting conventional media discourse on entrepreneurship.
Essers & Benschop (2009)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of ethnicity and gender in the construction of entrepreneurial identities of Moroccan and Turkish women entrepreneurs	Netherlands	Interviews (20 interviews)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows how migrant Muslim women entrepreneurs engage in identity work and boundary work at the intersection of gender, ethnicity and religion.
Essers, Doorewaard, & Benschop (2013)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of identity work of Turkish and Moroccan women entrepreneurs while negotiating multiple, contradictory demands in family and business contexts	Netherlands	Interviews (20 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows that Migrant women entrepreneurs engage in identity regulation to navigate media and public discourses of womanhood and business ownership, thus selectively leveraging on their cultural repertoires to manage identity conflict at the intersection of gender, ethnicity and entrepreneurship.
Estrada-Cruz et al. (2019)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial social identity (Darwinian, Missionary, Communitarian) in explaining new venture performance	Spain	Survey (179 participants)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influencing venture-level outcomes. Specifically, it shows that identities defined as Darwinian and Communitarian have a positive effect on profits and growth in sales.
Falk, Hebl, & Luedemann (2012)	Empirical	EI as Property (Asset)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of socialization in the construction of students' entrepreneurial identity	PISA countries	Survey (52,783 participants)	Aspiring entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that students are driven by intrinsic motivations to engage in an entrepreneurial career, in a higher education context.
Farmer, Yao, & Kang-McIntyre (2011)	Empirical	EI as Property (Asset)	Influencing	Star - Identity as primary construct	The role of entrepreneur identity aspirations in relation to entrepreneurial behavior	China, Taiwan, United States	Survey (597 participants)	Nascent entrepreneurs	This article highlights "entrepreneur identity" as influencing individual-level outcomes. Specifically, it shows that entrepreneurial identity aspiration predicts exploration and exploitation behaviors.
Fauchart & Gruber (2011)	Empirical	EI as Property (Asset)	Influencing	Star - Identity as primary construct	The elaboration of a typology of founders' social identities	West European Alpine region (Switzerland, Germany, and France)	Interviews (56 interviews)	Experienced entrepreneurs	This article highlights "founder identity" as influencing individual-level and venture-level outcomes. Specifically, three types of founder social identities are identified: the Darwinian identity, the Communitarian identity, and the Missionary identity; founders often possess a hybrid identity combining components of these pure types. These identities differently affect entrepreneurial behavior, shaping venture creation and overall performance.
Fenwick (2002)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of desire in the development of entrepreneurial identity, through psychoanalytic lens	Canada	Interviews (109 interviews)	Nascent entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents. Specifically, it shows that women entrepreneurs are driven by intrinsic motivations, many of them aspiring to freedom, flexibility and responsibility, while resisting the values of competition and transgressing norms of business development.
Fernandes & Mota-Ribeiro (2017)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of identity work in the construction of entrepreneurial identities of women entrepreneurs in relation to different masculinities and femininities	Portugal	Focus groups (2 focus groups)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows how women entrepreneurs construct different entrepreneurial identities, these identities being constrained and produced by different masculinities and femininities.
Fletcher & Watson (2007)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The elaboration of a new conceptualization of entrepreneurial activity in relation to identity in a context of learning and teaching in higher education	United Kingdom	Case study (single case study)	Aspiring entrepreneurs	This article highlights "entrepreneur's identity" as influenced by socio-cultural antecedents. Specifically, it shows that entrepreneurs construct their identities through an interposing process of becoming, shaped by media and public discourses.
Franklin & Dunkley (2017)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The relationship between entrepreneurs' "green" identity and community environmental practice of environmental projects	United Kingdom	Interviews (21 interviews); Participant observation	Experienced entrepreneurs	This article highlights the entrepreneurs' "green identity" as influencing socio-cultural outcomes. Specifically, it shows that there are multiple "green" identities, based on varying collective and situated forms of community environmental practice, which differently affect regional local development.
Frederiksen & Berglund (2020)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The exploration of entrepreneurial identity as dynamically constructed through practice	Denmark	Ethnography	Aspiring entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows how entrepreneurial identity is driven by extrinsic motivations in a higher education context.
García & Weber (2013)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of identity work in the construction of entrepreneur's identities by women entrepreneurs engaged in doing/undoing gender at the intersection of womanhood and entrepreneurship	Spain	Interviews (19 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows how women in family business engage in gendered practices to manage perceptions of themselves and their businesses as they deal with tensions between representations of womanhood and entrepreneurship conveyed by media and public discourse.
García-Lorenzo, Donnelly, Sell-Trujillo, & Ims (2018)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of initial entrepreneurship in the process of becoming an entrepreneur	Spain, United Kingdom, Ireland	Interviews (50 interviews)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that nascent entrepreneurs are driven by extrinsic motivations; their representation of what it means to be an entrepreneur is affected by media and public discourse.
Gherardi (2015)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of the gendering of entrepreneurship as highlighted by the practice of authoring oneself as an entrepreneur	Italy	Interviews (70 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows how women in family business envision entrepreneurship as a life project, engaging in different authored narratives to make sense of work-family balance, going beyond traditional dichotomies (male/female, work/family); their representation of what it means to be an entrepreneur being affected by media and public discourse.
Gazizoglu & Down (2017)	Empirical	EI as Process (Proactive)	Influencing	Star - Identity as primary construct	The performance of entrepreneurial masculinity by a group of White entrepreneurs in the context of a semi-rural pub	United Kingdom	Participant observation	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing socio-cultural outcomes. Specifically, it shows how men perform a masculine entrepreneurial identity by enacting hierarchy, showing a winning and providing profile through successful entrepreneurship, and emphasizing interpersonal and inter-group distinction with other men entrepreneurs to gain legitimacy.
Gill & Larson (2014)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Star - Identity as primary construct	The role of place-based discourses in the construction of entrepreneurial identities	United States	Interviews (41 interviews)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents, and as influencing socio-cultural outcomes. Specifically, it shows that entrepreneurial identities are constructed in practice, in reference to particular public discourses; in turn, entrepreneurial identity shapes local/regional development.
Grimes (2018)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of the revision of creative ideas in how nascent entrepreneurs manage change originating from external sources without destabilizing their founder identities	United States	Interviews (59 interviews); Participant observation; Archival data	Nascent entrepreneurs	This article highlights "founder identities" as influencing venture-level outcomes. Specifically, it shows that the revision of founder's creative ideas depends on the psychological ownership of these ideas; the stronger the connection between creative ideas and founder identity, the more resistant to revision founders are, which consequently affects resource acquisition by new ventures.
Gruber & MacMillan (2017)	Conceptual	EI as Property (Asset)	Influencing	Star - Identity as primary construct	The reconceptualization of the notion of "identity relevance" of entrepreneurial behaviors, to understand why entrepreneurs behave differently when launching new ventures	N/A	N/A	N/A	This article highlights "entrepreneur's identity" as influencing individual-level and venture-level outcomes. Specifically, it develops a theory-based reconceptualization of the entrepreneurial behavior exposing entrepreneurial behavior as the expression of one's identity as an entrepreneur; entrepreneurial identity also affecting venture performance.
Hamilton (2006)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial gendered identities and power relations in family business	United Kingdom	Interviews (8 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by venture-level antecedents and as influencing individual-level outcomes. Specifically, it shows that women in family business can challenge and resist patriarchy and paternalism by enacting alternative gender discourses and practices, which affects their entrepreneurial behavior.
Hamilton (2014)	Conceptual	EI as Process (Proactive)	Influenced and Influencing	Star - Identity as primary construct	The exploration of gender identities constituted and positioned in entrepreneurial narratives	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents, and as influencing individual-level antecedents. Specifically, it shows that media and public discourse affect women entrepreneurs' identities, these identities, in turn, shaping entrepreneurial behavior.

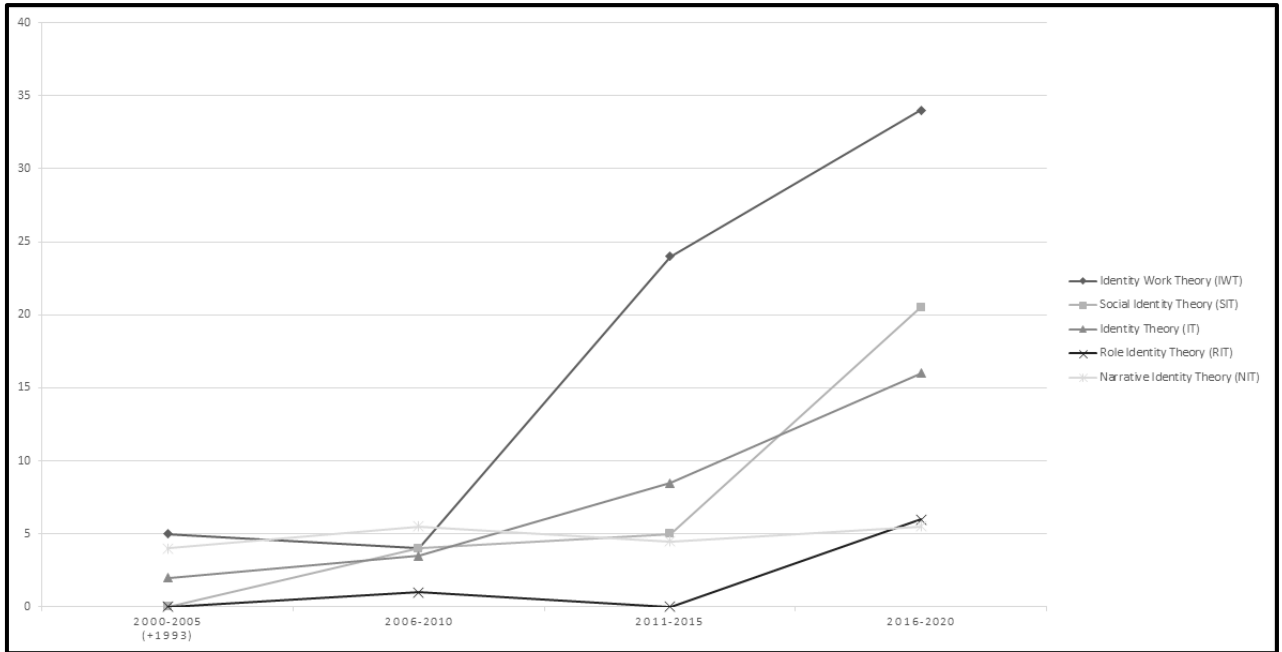
Article	Type	Nature of Identity	Role of Identity	Identity in Context(s)	Focus	Country	Method	Experience	Primary Insights
Hanson & Blake (2009)	Conceptual	EI as Property (Asset)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The illustration of the importance of entrepreneur's gendered identity in entrepreneurial networks	N/A	N/A	N/A	This article highlights "entrepreneur's identity" as influenced by individual-level and venture-level antecedents. Specifically, it shows that networks shape women entrepreneurs' identities.
Hameling (2011)	Conceptual	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The exploration of entrepreneurship education as an identity workspace	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Specifically, it shows that entrepreneurship education is an identity workspace where individuals can explore potential identities, and thus not only a place for developing new knowledge and skills.
Hoang & Gimeno (2010)	Conceptual	EI as Property (Asset)	Influencing	Star - Identity as primary construct	The development of a new theory conceptualizing organizational founding as involving a role transition to a founder role identity	N/A	N/A	N/A	This article highlights "founder role identity" as influencing individual-level and venture-level outcomes. Specifically, it introduces the concept of founder role identity to theorize the founding context from a role transition perspective. Moreover, it shows that the centrality and complexity of founder role identity affect the effectiveness of role transition, thus entrepreneurial behavior, as well as venture growth.
Horst et al. (2020)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of identity work in developing entrepreneurial identities in business incubation	Germany	Interviews (29 interviews); Participant observation	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows that entrepreneurs in a business incubator are driven by intrinsic motivations. Through the practice of strategic sparring and the practice of brand co-creation, they develop three alternative identity types: "solution-driven", "purpose-driven" and "lifestyle-driven" identities. These identities are shaped by media discourse.
Hytti & Heimonen (2013)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of identity work in the construction of entrepreneurial identities by students participating in an entrepreneurship training program for life sciences	Finland	Case study (7 case studies)	Aspiring entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows how different entrepreneurial identities (human and heroic) are shaped by media and public discourse in the context of higher education.
Hytti (2005)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The story of a woman entrepreneur in the context of shifting career roles and professional identities	Finland	Case study (single case study)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows how a woman entrepreneur constructs her identity in time and space/place.
Inns, Wilson, & Weston (2012)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The practice of entrepreneurship by barefoot entrepreneurs in developing countries	Argentina, Chile, Ghana and Zimbabwe	Interviews (40 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents, and as influencing socio-cultural outcomes. Specifically, it shows how barefoot entrepreneurs form their entrepreneurial identities in the daily practice and experience of living outside the mainstream economic system, as they engage in creative and risky practices to struggle for subsistence, which affects their perceived legitimacy.
Jain, George, & Maharich (2009)	Empirical	EI as Property (Asset)	Influenced	Star - Identity as primary construct	The sense-making process of scientists engaged in technology transfer and their consequent role-identity change	United States	Interviews (28 interviews)	Nascent entrepreneurs	This article highlights "entrepreneur's role identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that scientists engaging in technology transfer adopt a hybrid role identity comprising a salient academic identity and a less central entrepreneurial identity.
Jernberg et al. (2020)	Empirical	EI as Property (Liability)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of male entrepreneurs' image in the media and how this has changed after the #metoo movement	Sweden	Discourse analysis and visual analysis of media articles	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by venture-level and socio-cultural antecedents. Specifically, it shows that media discourse shapes men entrepreneurs' identities. Media represent men entrepreneurs as characterized by a driven personality, a supportive but invisible family, and a focus on financial returns. Marginally, there has been a change towards more humbleness in the representation of entrepreneurial masculinities after the #metoo movement.
Johansson (2004)	Conceptual	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The elaboration of a conceptual framework of the construction of entrepreneurial identity in relation to entrepreneurial learning	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Entrepreneurs draw on media and public discourse to elaborate their narrative identity, storytelling enabling entrepreneurs to make sense of who they are, what they do and how they relate to others.
Jones & Clifton (2018)	Empirical	EI as Process (Reactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The gendered identity work of women entrepreneurs as reflected in their stories	United Kingdom	Interviews (8 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that hegemonic masculine discourses of entrepreneurship are constantly sustained not only by macro-social discourses but also by women and men entrepreneurs' talk in interaction, men and women entrepreneurs leverage on media and public discourse to develop their entrepreneurial identities.
Jones, Latham, & Betta (2008)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The narrative construction of a social entrepreneurial identity by social entrepreneurs	Australia	Case study (single case study)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Specifically, it shows that social entrepreneurs construct their identities by managing the tensions among conflicting public discourses not only by emphasizing what they are and what they are not, but also by highlighting what they have suppressed of themselves to ideologically promote a social activist entrepreneurial identity.
Kantola & Kuusela (2019)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The moral boundary work of wealthy Finnish entrepreneurs	Finland	Interviews (28 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influencing socio-cultural outcomes. Specifically, it shows how wealthy entrepreneurs construct an entrepreneurial identity based on hard work, persistence and normality to legitimize their wealth and create moral boundaries with other groups, such as employees, unemployed people and public-sector workers.
Karhunen, Olimpieva, & Hytti (2017)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of identity work of science-based entrepreneurs at the intersection of scientist role and entrepreneur role	Finland, Russia	Interviews (23 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that academic entrepreneurs develop their entrepreneurial identity in relation to their identity as scientists: for Russians, the scientist identity is more salient than the entrepreneurial identity; for Finns, both identities are less salient than their personal identity.
Kašperová & Kitching (2014)	Conceptual	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The elaboration of a new conceptualization of embodied entrepreneurial identity, in reference to how entrepreneurs with impairments construct their entrepreneurial identity	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows how entrepreneurial identity is shaped by the entrepreneurs' body. A new conceptualization is offered of entrepreneurs as embodied individuals.
Kašperová et al. (2018)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of the construction of entrepreneurial identities by entrepreneurs with disabilities	United Kingdom	Interviews (3 interviews)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that extrinsic motivation drives disabled entrepreneurs and those with long-term impairments. Moreover, it shows how and why entrepreneurs' body shapes their entrepreneurial identities.
Katili, Laine, & Parkari (2019)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of identity construction of start-up entrepreneurs within the sociomaterial setting of a start-up conference in an education context	Finland	Case study (single, ethnographic case study)	Nascent entrepreneurs	This article highlights the "entrepreneur's identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that entrepreneurial identity construction in higher education (i.e., in a pitch competition) is a form of institutional work, comprising sociomaterial and affective components.
Klein (2017)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneur identity in how entrepreneurs operating in an underground (cannabis) market challenge legal institutions	United States	Interviews (27 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur identity" as influencing socio-cultural outcomes. Specifically, it shows that entrepreneurs reject medical cannabis prohibition as illegitimate, which enhances their identification with their in-group and motivate them to challenge legal institutions, thus gaining legitimacy.
Ladge et al. (2019)	Conceptual	EI as Property (Liability)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of impostor fears in shaping entrepreneurial identity and the desire for business growth	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents, and as influencing venture-level outcomes. Specifically, it shows that women entrepreneurs construct their identities in relation to impostor fears, which subsequently affects resource acquisition as well as venture performance and growth.
Larson & Pearson (2012)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of place as a resource in the construction of entrepreneur's identity	United States	Interviews (27 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows that material/geographical and symbolic aspects of place provide opportunities and constraints for identity construction, helping high-tech entrepreneurs to frame and organize other resources, such as gender.
Lewis (2013)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of the authenticity-driven identity work of women entrepreneurs adopting a feminized entrepreneurial identity in business contexts	United Kingdom	Interviews (14 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows how women entrepreneurs engage in constructing an "authentic" entrepreneurial identity, thus challenging the media and public discourse of enterprise.
Lewis (2015)	Empirical	EI as Process (Proactive)	Influencing	Star - Identity as primary construct	The enactment of entrepreneurial leadership by a woman entrepreneur engaged in gendered identity work	New Zealand	Case study (single, longitudinal case study)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing socio-cultural outcomes. Specifically, it shows how a woman entrepreneur enacts her entrepreneurial and leader identities together in practice, to gain legitimacy at the intersection of entrepreneurial identity and "gendered identity".
Lewis et al. (2016)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial identity development in the discovery, development and exploitation of business opportunities	New Zealand	Case study (single, longitudinal case study)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents, and as influencing venture-level outcomes. Specifically, it shows that women entrepreneurs are driven by intrinsic motivations, entrepreneurial identity affecting opportunity recognition and exploitation.
Lundqvist, Middleton, & Nowell (2015)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial identity (re)construction and how it interacts with new value creation and entrepreneurial role expectations	Sweden	Case study (9 longitudinal case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows that intrinsic motivations drive the decision to embrace an entrepreneurial career, in the context of new venture incubation in higher education.
MacNabb, McCoy, Weineck, & Northover (1993)	Empirical	EI as Property (Asset)	Influenced	Star - Identity as primary construct	The transformation of women entrepreneurs' values and beliefs following business start-up	Ireland	Identity structure analysis (12 participants)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that women entrepreneurs use role models in varying ways, accepting or rejecting promoted values associated with a role model; women entrepreneurs reject risk taking and profit motivation displayed by role models in an education context.

Article	Type	Nature of Identity	Role of Identity	Identity in Context(s)	Focus	Country	Method	Experience	Primary Insights
Mahto & McDowell (2018)	Conceptual	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The elaboration of a theory of entrepreneurial motivation of non-entrepreneurs emphasizing the role of identity self-assessment	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influencing individual-level outcomes. Specifically, it shows that identity self-assessment motivate entrepreneurs to either improve their identity (identity enhancement) or to establish a new identity, which affects entrepreneurial intention.
Mallett & Wapshott (2015)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The identity work of old entrepreneurs	United Kingdom	Case study (2 longitudinal case studies)	Nascent entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that old entrepreneurs are constrained and excluded by the ideological and pervasive media and public discourse of enterprise culture; lacking alternative narrative resources, they cannot effectively overcome the constraints of this discourse.
Marlow & McAdam (2015)	Empirical	EI as Process (Reactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of identity work of women entrepreneurs in the context of high-technology business incubators	United Kingdom	Case study (4 case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and venture-level antecedents. Specifically, it shows that entrepreneurs are expected to gain legitimacy in their new role by conforming to a gendered script; incubation promotes this gendered script, thus potentially exerting detrimental effects on women entrepreneurs.
Martin et al. (2020)	Empirical	EI as Process (Reactive)	Mechanism - Mediator	Ensemble Member - Identity as part of constellation of constructs	The role of identity work of women entrepreneurs in relation to social norms and expectations	United Kingdom	Case study (3 longitudinal case studies)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents, and as influencing individual-level outcomes. Specifically, it shows that women entrepreneurs maintain their identities by presenting themselves as systematic and logical rather than creative and intuitive, in order to match societal expectations, which affects their emotions.
Maska (2017)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of identity work in the construction of entrepreneurial identities by women entrepreneurs in a gender-segregated informal economy context	Uganda	Interviews (6 interviews)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows that women use discursive repertoires to construct their entrepreneurial identities by engaging with entrepreneurial practice within a gender-segregated informal economy.
Mathias & Williams (2018)	Empirical	EI as Property (Asset)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of role exit, role maintenance and new role entry throughout the development of new ventures	United States	Interviews (45 interviews)	Nascent entrepreneurs	This article highlights "entrepreneurial role identity" as influenced by socio-cultural antecedents, and as influencing venture-level outcomes. Specifically, it shows that entrepreneurs enact varying role identities throughout the development of their company, thus adding, subtracting, or retain roles, which affects venture growth.
Mills (2011)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial identity in fashion design entrepreneurs' venture creation	New Zealand	Interviews (38 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing venture-level outcomes. Specifically, it shows that designers experience a tension between creative processes and business practices, thus between their identities as a designer and as an entrepreneur; these tensions are managed by either prioritizing one identity over the other, or by leveraging on an industry (fashion)-related orientation, which affects venture creation.
Morris, Neumeier, Jang, & Kuratko (2018)	Empirical	EI as Property (Asset)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The elaboration of a typology of entrepreneurial ventures	United States	Survey (120 participants)	Experienced entrepreneurs	This article highlights "founder's identity" as influenced by individual-level and socio-cultural antecedents, and as influencing venture-level outcomes. Specifically, it shows that entrepreneurs are driven by both intrinsic and extrinsic motivations, and are affected by public discourse; their identities shape resource acquisition in new ventures.
Muhr, De Cock, Twardowska, & Volkmann (2019)	Empirical	EI as Process (Reactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of emotional reflexivity and liminality in the identity work of an entrepreneur trying to build an entrepreneurial life	United Kingdom	Case study (single, longitudinal case study)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Specifically, it shows how the media and public discourse of enterprise shapes entrepreneurial identity, and how entrepreneurs actively engage with this discourse through emotional reflexivity.
Murmiels, Cardon, & Haynie (2020)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial identity in the development of entrepreneurial harmonious and obsessive passion	United States	Survey (166 participants)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level outcomes. Specifically, it shows that entrepreneurial identity centrality drives harmonious entrepreneurial passion whereas interpersonal commitment triggers obsessive entrepreneurial passion; moreover, entrepreneurial identity centrality drives harmonious passion in men but not in women entrepreneurs.
Murmiels, McMullen, & Cardon (2019)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The effect of social identity congruence on entrepreneurs' positive emotions and the moderating impact of environmental dynamism	United States	Survey (175 participants)	Experienced entrepreneurs	This article highlights "entrepreneurial identities" as influencing individual-level outcomes. Specifically, it shows that entrepreneurs experiencing greater congruence between their self-concept and their entrepreneurial social identity have higher levels of positive emotions.
Murmiels, Mosakowski, & Cardon (2014)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial identity in influencing entrepreneurial passion	United States	Survey (221 participants)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level outcomes. Specifically, it shows that entrepreneurial identity centrality triggers an increase in passion, whereas entrepreneurs with a less central entrepreneurial identity experience less passion, which consequently affects their entrepreneurial behavior.
Navis & Glynn (2011)	Conceptual	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The content of entrepreneurial identity in reference to the notion of legitimate distinctiveness, and its influence on investors' judgments about new venture plausibility	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by venture-level antecedents, and as influencing venture-level outcomes. Specifically, it shows that market functions as a frame of reference for entrepreneurial identities; entrepreneurial identity, in turn, affecting investors' evaluations and enabling entrepreneurs to acquire resources.
Newbery, Lean, Moizer, & Haddoud (2018)	Empirical	EI as Property (Asset)	Influenced	Star - Identity as primary construct	The construction of entrepreneurial micro-identity by business undergraduates during their initial entrepreneurial experience	United Kingdom	Quasi-experiment (263 participants)	Nascent entrepreneurs	This article highlights how "entrepreneurial identity" is influenced by individual-level and socio-cultural antecedents. Specifically, it shows that students are driven by intrinsic motivations as they develop their entrepreneurial identity at the intersection of personal and group-level identities, in higher education.
Nielsen & Gartner (2017)	Conceptual	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The identity work of students exploring the possibility of developing an entrepreneurial identity from a multiple identities perspective	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that students are driven by intrinsic motivations to develop their entrepreneurial identity in an education context; students negotiate their student and entrepreneurial identities in different ways, aimed at balancing belonging and distinctiveness.
Nielsen & Lassen (2012)	Empirical	EI as Process (Reactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The elaboration of a new framework of entrepreneurial identity construction in reference to student entrepreneurs	Denmark	Interviews (repeated interviews with 10 participants)	Aspiring entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that students are driven by intrinsic motivations to develop their entrepreneurial identity in an education context.
Nielsen, Norlyk, & Christensen (2018)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of emotional and identity-related mechanisms of creative individuals enrolled in an entrepreneurship education program	Denmark	Interviews (12 interviews); Participant observation	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and venture-level antecedents. Specifically, it shows that designers are driven by intrinsic motivations to develop their entrepreneurial identity; as they experience conflict between their creative and entrepreneurial identities, education programs must be specifically tailored to meet their needs.
O'Neil et al. (2020)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of authenticity work in the development of entrepreneurial identity	United Kingdom	Interviews (55 interviews)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents, and as influencing individual-level outcomes. Specifically, it shows that entrepreneurial identity is affected by discourses on authenticity, founders engage in "authenticity work", which subsequently shapes entrepreneurial behavior.
Obschonka, Goethner, Silbereisen, & Cantner (2012)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of social identity in the transition from employee to entrepreneur	Germany	Survey (488 participants)	Nascent entrepreneurs	This article highlights the entrepreneurs' "social identity" as influencing individual-level outcomes. Specifically, it shows that entrepreneurs' social identity predicts entrepreneurial intentions, alongside attitudes, social norms, and perceived behavioral control.
Obschonka, Silbereisen, Cantner, & Goethner (2015)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial self-identity in triggering entrepreneurial intentions	Germany	Survey (longitudinal online survey; Sample 1, T1: N = 488, T2: N = 200, T3: N = 117; Sample 2, T1: N = 496, T2: N = 205, T3: N = 122)	Aspiring entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level outcomes. Specifically, it shows that entrepreneurial identity predicts entrepreneurial intentions.
Oo, Allison, Sahaym, & Juasrikul (2019)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of performance differences between user and non-user entrepreneurs on crowdfunding platforms	United States	Survey (148 projects by user entrepreneurs and 152 by non-user entrepreneurs)	Nascent entrepreneurs	This article highlights "entrepreneurs' multiple identities" as influencing venture-level outcomes. Specifically, it shows that entrepreneurs who have been users of crowdfunding platforms are more likely to engage in raising money through crowdfunding campaigns, which affects venture performance.
Oser et al. (2011)	Empirical	EI as Property (Liability)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of feminist attributes in how women entrepreneurs make sense of their entrepreneurial identity	Canada	Interviews (15 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that women entrepreneurs do not describe themselves as caring and nurturing, which corresponds to the "feminine archetype", but instead talk about themselves as action-oriented, creative thinker or problem solver.
Ozisir Kacar & Essers (2019)	Empirical	EI as Process (Reactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of identity work in the identity construction of Turkish migrant women entrepreneurs in relation to the opportunity structures of their host country	Netherlands	Interviews (10 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that migrant women entrepreneurs are driven by intrinsic motivations, and that they construct their entrepreneurial identities at the intersection of gender, ethnicity and class.
Ozkanan-Pan (2014)	Empirical	EI as Process (Reactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of networking practices of Turkish entrepreneurs in Silicon Valley in the construction of their entrepreneurial identity	United States	Participant observation (ethnography and auto-ethnography)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and venture-level antecedents. Specifically, it shows that Turkish entrepreneurs develop their entrepreneurial identities through networking in Silicon Valley, where they are marginalized by the performance of a hegemonic masculinity.
Pan, Guber, & Binder (2019)	Conceptual	EI as Property (Asset)	Influencing	Star - Identity as primary construct	The relation between the social identity of social entrepreneurs and their other-oriented behaviors	N/A	N/A	N/A	This article highlights "entrepreneur's social identity" as influencing venture-level outcomes. Specifically, it argues that, unlike personal identity and role identity theories, social identity theory better addresses the other-oriented dimension at the core of social entrepreneurship, enabling to understand how identity affects venture creation.

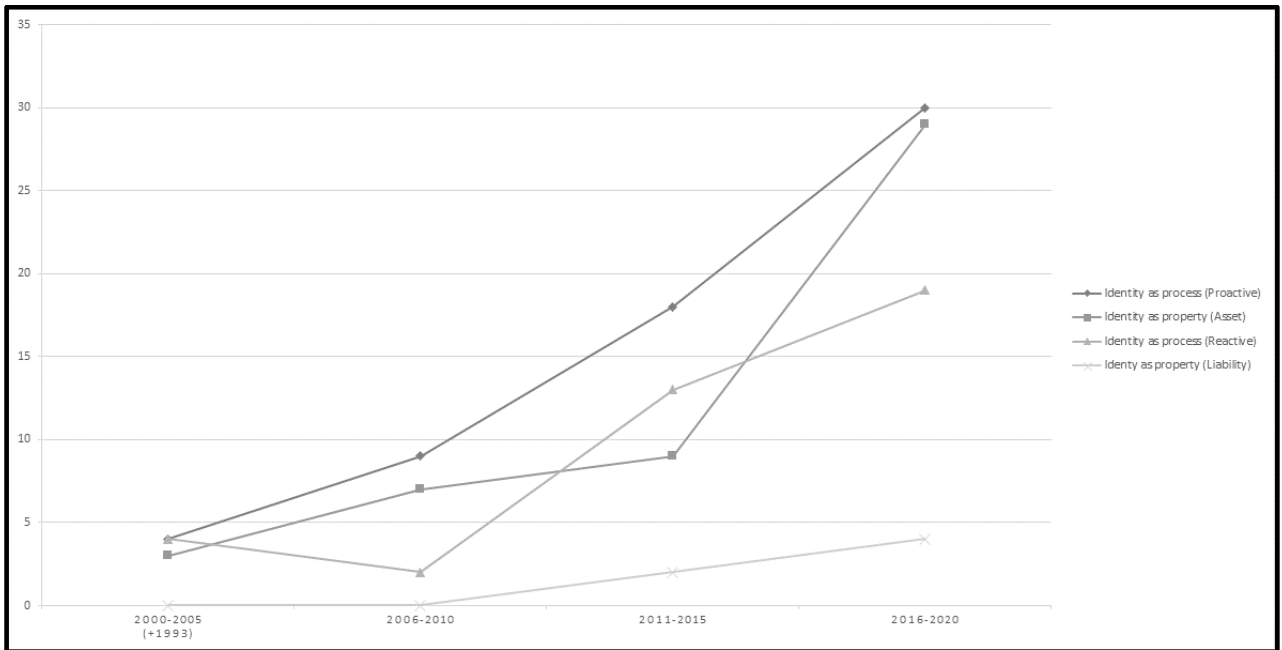
Article	Type	Nature of Identity	Role of Identity	Identity in Context(s)	Focus	Country	Method	Experience	Primary Insights
Pfeifer, Šarlija, & Zekić Sušac (2016)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurship education in the development of entrepreneurial identities of Croatian students	Croatia	Survey (504 participants)	Aspiring entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level outcomes. Specifically, it shows that entrepreneurial identity aspiration and entrepreneurial self-efficacy are the main predictors of entrepreneurial intentions.
Phillips (2013)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The identity work of copreneurs striving to achieve self-coherence at the intersection of external and inner worlds	United Kingdom	Interviews (two copreneurs' life-narratives)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Specifically, it shows that copreneurs construct their entrepreneurial identity by drawing on varying and competing media and public discursive resources, using distancing and deflection strategies to avoid psychological dissonance and elaborate a coherent self-narrative.
Phillips, Tracey, & Kara (2013)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of the strategic use of homophilous, dyadic ties in the creation of an effective tie portfolio by migrant Turkish entrepreneurs in the host country	Turkey	Case study (longitudinal; 64 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents, and as influencing venture-level outcomes. Specifically, it shows that Turkish entrepreneurs construct their identities at the intersection of ethnicity and entrepreneurship, using homophily to build an effective tie portfolio in the host country, in a context of resource exclusion; entrepreneur's identity affects the venture's capacity to acquire resources as well as venture growth.
Poldner, Branzei, & Steyaert (2019)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of the body and embodied experiences in the formation of entrepreneurs as ethical subjects	Netherlands	Interviews (58 interviews); Participant observation	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing individual-level outcomes. Specifically, it shows how entrepreneurs construct their ethical subjectivities by engaging in varying entrepreneurial behaviors, whereby their body is used as sensor, source, and processor.
Powell & Baker (2014)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of the structure of founder identity in the company's strategic responses to adversity	Germany	Case study (13 case studies)	Experienced entrepreneurs	This article highlights "founder identity" as influencing venture-level outcomes. Specifically, it shows that founders use their companies as vehicles for defending their identities; in particular, they define adversity in different ways, which affects venture performance.
Powell & Baker (2017)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of founder identity in venture creation, in a multi-founder teams context	United States	Case study (9 case studies)	Nascent entrepreneurs	This article highlights "founder identity" as influencing venture-level outcomes. Specifically, it shows how founders' social and role identities shape their organizing efforts at an early stage, which affects venture creation.
Radu-Lefebvre, Loué, & Redien-Collet (2019)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of discursive strategies that entrepreneurs use to gain legitimacy and how their audiences interpret these strategies	France	Survey (529 participants); Interviews (30 interviews)	Aspiring entrepreneurs, Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents, and as influencing socio-cultural outcomes. Specifically, it shows that entrepreneurs are driven by intrinsic motivations and affected by media and public discourse; entrepreneurs identify enable entrepreneurs to gain legitimacy by strategically navigating contrastive and sometimes dichotomous in-group representations and out-group representations relative to who they are and what they stand for.
Rae (2004)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial learning in the construction of entrepreneurial identities by entrepreneurs in creative and media industries	United Kingdom	Case study (3 longitudinal case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that entrepreneurs in the creative and media industries develop their entrepreneurial skills and entrepreneurial identity altogether in relation to family business.
Rae (2006)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of learning experiences in the construction of entrepreneurial identity	United Kingdom	Case study (10 longitudinal case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by venture-level antecedents. Specifically, it shows that the formation of entrepreneurial identity is the result of a process of personal and social emergence comprising learning, practice and self-narrative elaboration in relation to family business.
Refai et al. (2018)	Empirical	EI as Process (Reactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The contextualization of the construction of entrepreneurial identities by Syrian refugees living outside refugee camps in Jordan	Jordan	Interviews (20 interviews); Focus groups (3 focus groups)	Nascent entrepreneurs, Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that Syrian refugees are driven by extrinsic motivations to develop their entrepreneurial identity; a new form of entrepreneurial identity emerges among Syrian refugees based on embodied survivalist dispositions and a destabilized habitus.
Reveley (2010)	Empirical	EI as Process (Proactive)	Influencing	Star - Identity as primary construct	The analysis of a nineteenth-century colonial entrepreneur's autobiography connecting storytelling and identity	Australia, India, New Zealand	Discourse analysis (autobiography of an entrepreneur)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influencing venture-level outcomes. Specifically, it highlights entrepreneur's autobiographies as a document of identity, offering insights into how entrepreneurs leverage on their narrative identity to acquire resources.
Rigg & O'Dwyer (2012)	Conceptual	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The elaboration of a qualitative methodology for studying how entrepreneurial identity is constructed in an entrepreneurship education program	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by venture-level and socio-cultural antecedents. Specifically, it shows that mentor networks and incubator centers are communities of practice facilitating not only the development of entrepreneurial skills but also of entrepreneurial identity; the latter is also shaped by prevalent media and public discourse.
Robertson & Grant (2016)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of migrant entrepreneur's identity, coethnic social capital and cultural identity in venture creation, in a host country context	Canada	Survey (122 participants)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influencing venture-level outcomes. Specifically, it shows that migrant entrepreneurs use coethnic social capital and leverage their cultural identity to pursue an entrepreneurial career in the host country, which further affects venture creation.
Rouse (2016)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of founder work orientations in the process of psychological disengagement and subsequent launching of new ventures after leaving one's company	United States	Interviews (60 interviews)	Experienced entrepreneurs	This article highlights "founder identity" as influenced by individual-level antecedents, and as influencing individual-level outcomes. Specifically, it shows that founder work orientations shape the different disengagement processes of founders leaving one organization and starting another.
Rumens & Ozurk (2019)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of heteronormativity in the (re)construction of gay male entrepreneurial identities in a small business context	United Kingdom	Interviews (21 interviews)	Nascent entrepreneurs	This article highlights "entrepreneurial identities" as influenced by individual-level, venture-level and socio-cultural antecedents. Specifically, it shows that heteronormativity affects how gay entrepreneurs (re)construct their entrepreneurial identities in relation to family business and in reference to gender norms and mainstream media and public discourse.
Seunke, Lans, & Wiskerke (2013)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of the learning process underlying the development of entrepreneurial skills by farmers in the context of multifunctional agriculture	Netherlands	Case study (6 case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influencing venture-level outcomes. Specifically, it shows that farmers re-develop their identity - anchored in a productivist model - to become multifunctional through explorative and experiential learning, which affects venture creation.
Shepherd & Haynie (2009)	Conceptual	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The management of multiple (micro)-identities to balance distinctiveness and belonging	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influencing individual-level outcomes. Specifically, it develops a theoretical model of identity management strategies indicating how entrepreneurs trade-off belonging and distinctiveness imperatives; the frequency of transitioning between micro-identities maximizes well-being, thus affecting entrepreneurs' emotions.
Shepherd, Saade, & Wincnet (2019)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of managing multiple identities in conditions of adversity as an entrepreneur	Lebanon	Interviews (110 interviews)	Nascent entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents, and as influencing individual-level outcomes. Specifically, it shows that refugee entrepreneurs develop their identities as entrepreneurs under conditions of adversity, their management of multiple identities enabling them to achieve resilience.
Sieger, Gruber, Fauchart, & Zellweger (2016)	Empirical	EI as Property (Asset)	Influencing	Star - Identity as primary construct	The development and validation of a scale for measuring founder's social identities	Western European Alpine Region (Switzerland, Liechtenstein, and Austria), Australia, Brazil, Canada, Estonia, Germany, Hungary, Italy, Malaysia, Mexico, Netherlands, Poland, Russia, Singapore, Spain, United Kingdom and United States	Survey (GUESS sample)	Nascent entrepreneurs	This article highlights "founder identity" as influencing venture-level outcomes. Specifically, it shows that being a woman is positively related to a Communitarian identity, being a student to a Darwinian identity, and age is positively related to a Missionary identity. These social identities affect venture creation: Missionaries being attracted to education and training sectors, and Communitarian being attracted to health, education and training sectors.
Slade Shantz, Kistruck, & Zietsma (2018)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of informal institutions in the construction of entrepreneurial identity in a context of poverty	Ghana	Interviews (37 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level, venture-level and socio-cultural antecedents, and as influencing individual-level and socio-cultural outcomes. Specifically, it shows that entrepreneurs of rural Ghana construct their identities at the intersection of collectivism and fatalism, which affects their legitimacy and constrains their entrepreneurial behavior.

Article	Type	Nature of Identity	Role of Identity	Identity in Context(s)	Focus	Country	Method	Experience	Primary Insights
Smith & Woodworth (2012)	Empirical	EI as Property (Asset)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of the identification with a social entrepreneurship community in the development of a social entrepreneur identity by students engaged in social entrepreneurship education	Brazil, Philippines, Thailand, United States	Case study (4 case studies)	Aspiring entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that students are driven by intrinsic motivations to develop their entrepreneurial identity; active engagement with the social entrepreneurship community enhances students' identification with this group and facilitates the development of their identity as a social entrepreneur in an education context.
Smith (2010)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The construction of a masculine entrepreneurial identity	United Kingdom	Biographic analysis (of the novel <i>Citiboy</i> )	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows the existence of a "male genderedness" of entrepreneurial identity, acknowledging the masculine ideology of entrepreneurship.
Smith et al. (2019)	Empirical	EI as Property (Liability)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of media images, such as the image of Barbie dolls, in producing a gendered representation of entrepreneurial identity	Google search of websites situated in established economies (e.g., United Kingdom and emerging economies (e.g., United Arab Emirates)	Visual analysis (Barbie images provided online)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents. Specifically, it shows that the gendered images of Barbie dolls are influenced by societal perceptions of what an entrepreneur should look like, reflecting the fetishisation of entrepreneurship, especially for women.
Soto-Simone & Kautonen (2020)	Empirical	EI as Process (Reactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of age in the construction of entrepreneur's identity	United Kingdom	Interviews (21 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents. Specifically, it shows that older individuals are driven by intrinsic motivations to develop their entrepreneurial identities; Autonomy seekers and Active-agers are driven by self-interest, whereas Communitarians are driven by an other-oriented motivation.
Stead (2017)	Conceptual	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The relational, dynamic and gendered conceptualization of entrepreneurial belonging in relation to the entrepreneurial process	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Specifically, it shows that the analysis of how women perform belonging enables an understanding of how women entrepreneurs leverage on their identity - navigating the gendered assumptions of entrepreneurship - to gain legitimacy.
Stenholm & Hytti (2014)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The role of institutional environment in the construction of a producer-farmer identity and of an entrepreneur-farmer identity	Finland	Case study (2 case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Specifically, it shows that farmers construct their entrepreneurial identities in connection with informal institutional environment and social norms promoted by the public discourse; producer-farmers conform to existing institutions whereas entrepreneur-farmers challenge them.
Stewart & Howell (2016)	Conceptual	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The elaboration of a model presenting how entrepreneurial identity influences early hiring decisions, depending on how central is their entrepreneurial identity	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influencing venture-level outcomes. Specifically, it shows that the entrepreneur's most central role or social identity influences how she makes early-stage hiring decisions, which affects resource acquisition, as well as venture creation and performance.
Stinchfield, Nelson, & Wood (2013)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneur's identity in entrepreneurial success	United States	Case study (23 case studies); Interviews (83 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influencing individual-level and venture-level outcomes. Specifically, it shows that entrepreneur's identity affects entrepreneurial behavior, resource acquisition and venture performance when facing changing market conditions.
Sirakker & Sako (2019)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of age in the construction of entrepreneurial identities by older women entrepreneurs	United Kingdom	Interviews (12 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that older women entrepreneurs manage numerous and various social identities, their entrepreneurial activities being intertwined with their personal and social lives.
Sroyanov (2018)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The legitimization process of migrant entrepreneurs while attempting to enter a new socio-economic network.	United Kingdom	Case study (12 case studies); Interviews (74 interviews)	Nascent entrepreneurs	This article highlights "entrepreneur's social identity" as influencing venture-level and socio-cultural outcomes. Specifically, it shows how Bulgarian migrant entrepreneurs construct their social identity by entering diaspora networks, thus leveraging on a new mechanism of identity creation, which affects venture creation and help them gain legitimacy.
Sroyanov, Woodward, & Sroyanova (2018)	Empirical	EI as Process (Proactive)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneur's identity at the intersection with ethnicity in gaining access to a diaspora network, thus developing skills and gaining competitive advantage and business contacts	United Kingdom	Case study (12 case studies); Interviews (63 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influencing venture-level outcomes. Specifically, it shows that foreignness is an important asset of transnational entrepreneurs, enabling them to access diaspora networks, develop new skills and bridge home and host markets, which affects resource acquisition and venture creation.
Sroe, Wincnet, & Parida (2018)	Empirical	EI as Property (Liability)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneur's role identity and identity-relevant stressors in developing harmonious or obsessive passion	Germany	Survey (45 participants)	Nascent entrepreneurs	This article highlights "entrepreneur's role identity" as influencing individual-level outcomes. Specifically, it shows that, when confronted to a context of stress linked to entrepreneurial role overload, entrepreneurs tend to develop an obsessive passion which, despite its negative effects on well-being, enables them to persevere and meet their objectives.
Suvanto et al. (2020)	Empirical	EI as Property (Asset)	Influencing	Star - Identity as primary construct	To role of farmers' entrepreneurial identity in cultivation decisions	Finland	Survey (308 participants)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing venture-level outcomes. Specifically, it shows that farmers with a high entrepreneurial identity are more likely to begin protein-rich crop cultivation (risky and demanding crops), which positively affects venture performance.
Swaid & Marlow (2018)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of gender bias in the construction of women's entrepreneurial identity, in relation to how women legitimize nascent ventures in a context of masculinity	United Kingdom	Case study (8 longitudinal case studies combining interviews with diary accounts)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and venture-level antecedents, and as influencing socio-cultural outcomes. Specifically, it shows that women construct their entrepreneurial identity by imitating masculine behaviors and attenuating feminine displays to gain support and approval, thus gaining legitimacy.
Thrane, Blenker, Korsgaard, & Neergaard (2016)	Conceptual	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The reconceptualization of the individual-opportunity nexus applied to entrepreneurship education and learning	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents, and as influencing individual-level outcomes. Specifically, it shows that entrepreneurial identities are constructed through entrepreneurial learning in an education context, which affects opportunity recognition.
Thiass & Kauser (2019)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Star - Identity as primary construct	The role of identity work in how Lebanese women entrepreneurs act as entrepreneurial leaders and how they develop their leadership identities	Lebanon	Interviews (21 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level, venture-level and socio-cultural antecedents, and as influencing socio-cultural outcomes. Specifically, it shows that Arab women entrepreneurs construct their entrepreneurial identity by engaging in different practices, such as compliance, disregard, and defiance in relation to gender norms and expectations in family businesses, which affects their legitimacy.
Todes & Reveley (2019)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Star - Identity as primary construct	The role of autobiography in the construction of entrepreneur's identity	United Kingdom	Biographical analysis (of a failed entrepreneur)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by socio-cultural antecedents, and as influencing individual-level outcomes. Specifically, it shows that the Nick Leeson's identity as an entrepreneur draws upon cultural resources, subsequently affecting his entrepreneurial behavior.
Tomlinson & Colgan (2014)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Star - Identity as primary construct	The role of identity work of women over 50 intending to pursue self-employment	Argentina, France, Nigeria, Hong Kong, India, Sri Lanka, United Kingdom, Venezuela	Interviews (45 interviews)	Aspiring entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents, and as influencing individual-level outcomes. Specifically, it shows that women over 50 contemplate entering self-employment as a means to resist an ageing position and exert agency, which affects their entrepreneurial behavior.
Vesala & Vesala (2010)	Empirical	EI as Property (Asset)	Influenced	Star - Identity as primary construct	The formation of an entrepreneurial identity by Finnish farmers	Finland	Survey (2 nation-wide surveys: 1093 participants; 871 participants)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that Finnish farmers are driven by extrinsic motivations to develop their entrepreneurial identity; they perceive themselves both as entrepreneurs and as producers, younger farmers developing stronger entrepreneurial identities.
Vesala et al. (2007)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of farmers' entrepreneurial identity in business performance	Finland	Survey (2 700 participants)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing venture-level outcomes. Specifically, it shows that portfolio farmers have a stronger entrepreneurial identity than conventional farmers; entrepreneurial identity affecting venture performance.
Wallis et al. (2020)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of varying motivations in the construction of an entrepreneurial identity by lifestyle entrepreneurs operating in a lifestyle sports setting	United Kingdom	Interviews (21 interviews); Survey (80 participants)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that lifestyle entrepreneurs are driven by intrinsic motivations to develop their entrepreneurial identity.
Warren (2004)	Empirical	EI as Process (Reactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of identity work in the construction of women's entrepreneurial identities in a context of career transition and change	United Kingdom	Case study (4 case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and venture-level antecedents, and as influencing socio-cultural outcomes. Specifically, it shows how communities of practice shape the construction of entrepreneurial identity, which subsequently affects entrepreneurs' perceived legitimacy.
Warren, Mika, & Palmer (2017)	Conceptual	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The elaboration of a theoretical exploration of how identifying as a Maori entrepreneur can be a change catalyst in a community context	N/A	N/A	N/A	This article highlights "entrepreneurial identity" as influenced by individual-level and socio-cultural antecedents, and as influencing socio-cultural outcomes. Specifically, it shows how different discourses shape the construction of a Maori entrepreneurial identity, some of them embedded in the local culture whereas others originate in the Western enterprise discourse; these identities shape local development.
Watson (2009)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The role of discursive resources in the construction of an entrepreneurial identity by family business entrepreneurs	United Kingdom	Case study (two case studies)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by socio-cultural antecedents. Specifically, it shows that entrepreneurs creatively leverage on media and public discursive resources when engaged with the practices of entrepreneurship.
Wekh, Wekh, & Hewerdine (2008)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of gender in the construction of women entrepreneur's identity in relation to exporting activities and entrepreneurial behavior	Australia	Interviews (20 interviews)	Experienced entrepreneurs	This article highlights "entrepreneur's identity" as influenced by individual-level antecedents, and as influencing individual-level and venture-level outcomes. Specifically, it shows that women construct their identities at the intersection of gender and entrepreneurship, which subsequently affects their entrepreneurial behavior in relation to exporting activities as well as venture growth.
Werthes, Mauer, & Bretzel (2018)	Empirical	EI as Process (Proactive)	Influenced	Star - Identity as primary construct	The construction of entrepreneurial identities by entrepreneurs in cultural and creative industries	Germany	Case study (8 longitudinal case studies)	Nascent entrepreneurs, Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that individuals working in cultural and creative industries are driven by intrinsic motivations to develop their entrepreneurial identity.
Williams Middleton (2013)	Empirical	EI as Process (Proactive)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of discursive resources in the construction of entrepreneurial identity in a context of social interaction	Sweden	Interviews (10 individual interviews; 4 group interviews); Participant observation (longitudinal)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by venture-level and socio-cultural antecedents. Specifically, it shows that nascent entrepreneurs' identities are affected by public discourse on entrepreneurs and entrepreneurship, in an incubation context.
Wry & York (2017)	Conceptual	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The negotiation and combination of competing logics in the entrepreneurial process of social enterprise creation (commercial and social welfare logics)	N/A	N/A	N/A	This article highlights "entrepreneur's role identity" as influencing individual-level and venture-level outcomes. Specifically, it elaborates a theoretical model explaining how social entrepreneurs balance commercial and social welfare logics through the process of opportunity development, which affects opportunity recognition and resource acquisition.
Yshaki & Kropp (2016)	Empirical	EI as Property (Asset)	Influenced	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial passion in the development of entrepreneurial identities	Israel	Interviews (45 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level antecedents. Specifically, it shows that high-tech entrepreneurs and social entrepreneurs are both driven by intrinsic motivations to develop their entrepreneurial identities.
York, O'Neil, & Sarasvathy (2016)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of entrepreneurial identity in relation to entrepreneurs' engagement in environmental entrepreneurship (negotiating commercial and ecological logics)	United States	Interviews (38 interviews)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing venture-level outcomes. Specifically, it shows that environmental entrepreneurs are motivated by both commercial and ecological goals; they engage in identity coupling strategies to approach stakeholders and manage their companies, which affects resource acquisition.
Zhang & Chun (2018)	Empirical	EI as Process (Reactive)	Influenced	Star - Identity as primary construct	The formation of entrepreneurial identity of migrant Chinese entrepreneurs	Canada	Interviews (30 interviews)	Nascent entrepreneurs	This article highlights "entrepreneurial identity" as influenced by individual-level and venture-level antecedents. Specifically, it shows that Chinese immigrants in Canada develop their entrepreneurial identities through identity exploration, entrepreneurial mindsets building, and narrative development, in relation to family business.
Zou, Guo, Guo, Shi, & Li (2019)	Empirical	EI as Property (Asset)	Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of academic entrepreneurs' role conflict in relation to venture performance	China	Survey (246 participants)	Experienced entrepreneurs	This article highlights "entrepreneurial identity" as influencing venture-level outcomes. Specifically, it shows that academic entrepreneurs manage their identities as a scholar and as an entrepreneur by either strongly identifying with one of these roles or by identifying with both of them; identity conflict is less important when they strongly identify as both scholars and entrepreneurs, which affects venture performance.
Zuzul & Tripas (2020)	Empirical	EI as Process (Proactive)	Influenced and Influencing	Ensemble Member - Identity as part of constellation of constructs	The role of different founder identities (discoverer and revolutionary founders) in relation to flexibility and inertia	USA	Case study (4 case studies)	Experienced Entrepreneurs	This article highlights "founder identity" as influenced by individual-level antecedents, and as influencing individual-level and venture-level outcomes. Specifically, it shows that entrepreneurs are driven by intrinsic motivations to develop their identities as "discoverers" or "revolutionary" founders, these identities affecting, in turn, opportunity recognition and exploitation, resource acquisition and venture creation.

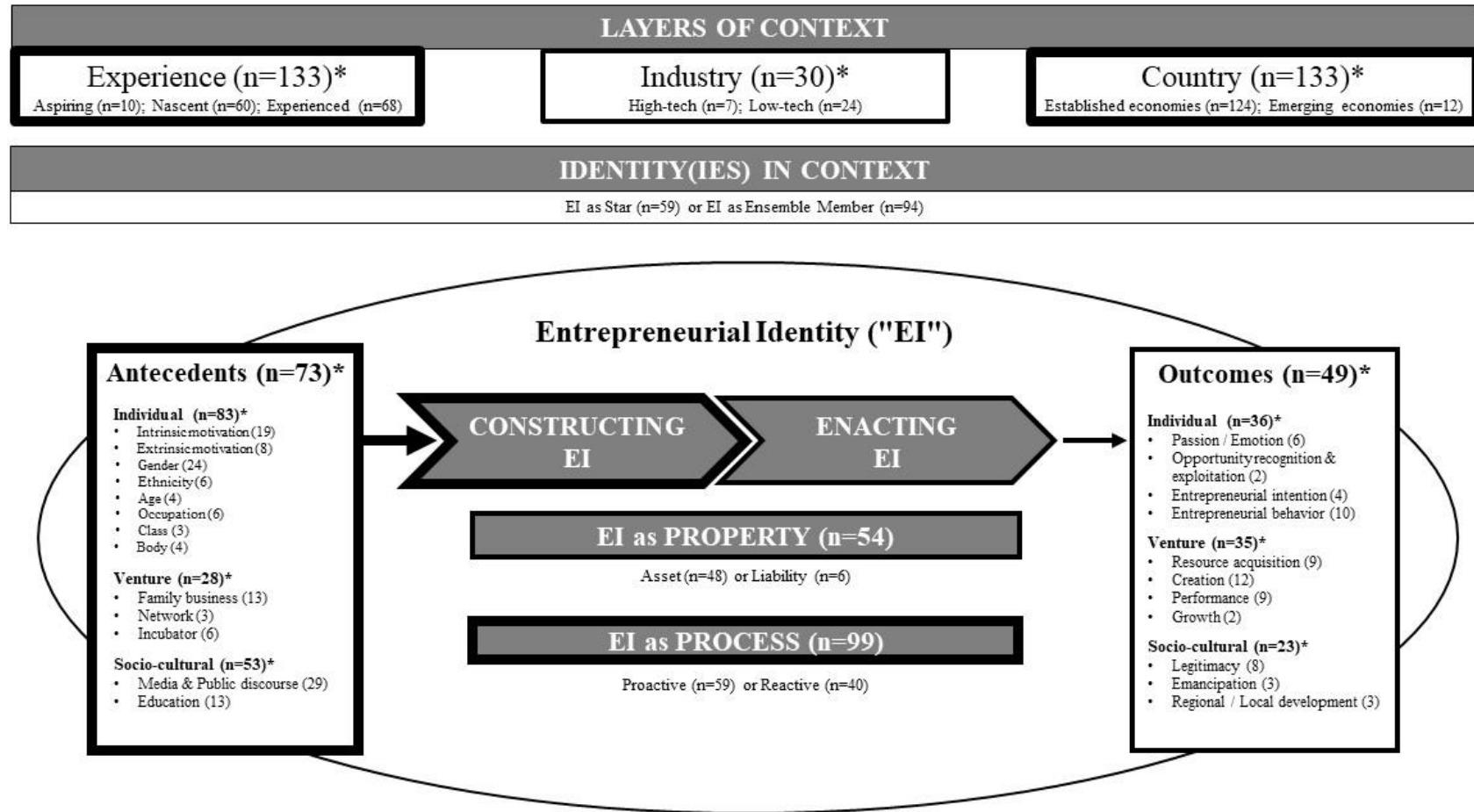
**Figure 1a. Evolution of EI Research over Time (Theories of Identity)**



**Figure 1b. Evolution of EI Research over Time (EI as Property and EI as Process)**



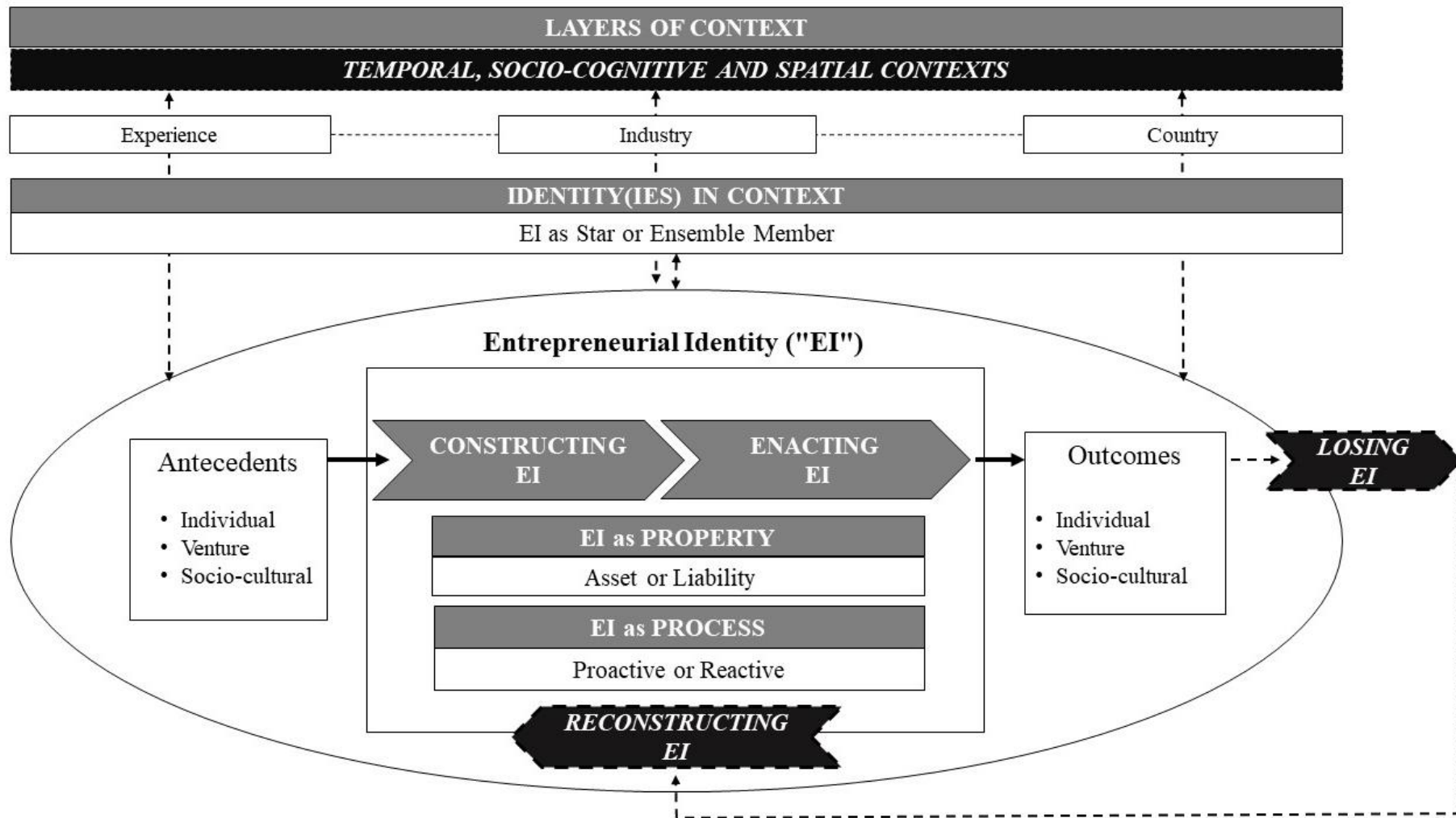
**Figure 2. Entrepreneurial Identity Research: Streams and Themes**



\* Denotes the total number of articles per category, after accounting for deduplication.

**Note:** Number of studies and frequency of themes are indicated in brackets. The thickness of the boxes and arrows in the model reflects the relative volume of extant research concerning themes and relationships, respectively.

**Figure 3. Entrepreneurial Identity Research: An Integrative Model**



*Note. Note.* Shapes filled in black (i.e., "Temporal, Socio-Cognitive, and Spatial Contexts" as well as "Losing EI" and "Reconstructing EI") denote missing theoretical understandings, and dashed lines those relationships that warrant further exploration, as suggested by our review and elaborated in our future research section.



## APPENDICES

### Appendix 1. Reviewed Articles per Journal per Year

	1993	2000	2002	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	TOTAL
Journal of Business Venturing			1						1	1			1			1	1	3	1	3	13
International Small Business Journal				1		1			1		1				1	1	2		2	1	12
International Journal of Entrepreneurial Behavior and Research								2			1		1	3				2	2		11
Journal of Small Business Management														1	1	1	1	2	4		10
Entrepreneurship and Regional Development	1										1					3	1	1	1		8
Academy of Management Journal					1						1			1		1	1	1			6
Gender, Work and Organization				1									1				2		1		6
Organization		1		1								1	1						1		6
Education and Training				1							1	1	1				1				5
International Entrepreneurship and Management Journal												1						1	1	2	5
Academy of Management Review									1		1						1		1		4
International Journal of Entrepreneurship and Innovation				1														2	1		4
Journal of Rural Studies										1			1	1						1	4
Entrepreneurship, Theory and Practice											1		1		1						3
Gender in Management: An International Journal											1						1			1	3
Human Relations									1				1	1							3
International Journal of Gender and Entrepreneurship										1	1					1					3
Organization Studies							1							1				1			3
Business Horizons																			1	1	2
Creativity and Innovation Management																		2			2
Journal of Business Research																		2			2
Journal of Management Studies										1						1					2
Work, Employment and Society			1												1						2
Other Journals					1	1	2	1	2	1		4		1	3	3	4	2	6	3	34
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>10</b>	<b>7</b>	<b>9</b>	<b>9</b>	<b>7</b>	<b>12</b>	<b>15</b>	<b>21</b>	<b>21</b>	<b>13</b>	<b>153</b>

Other Journals: Academy of Management, Learning and Education, Administrative Science Quarterly, Australian Economic History Review, British Journal of Management, Environment and Planning A, European Journal of International Management, Industry and Higher Education, Journal of Applied Social Psychology, Journal of Business and Psychology, Journal of Business Ethics, Journal of Enterprising Communities: People and Places in the Global Economy, Journal of Enterprising Culture, Journal of Macromarketing, Journal of Management, Journal of Management & Organization, Journal of Management History, Journal of Management Inquiry, Journal of Media Business Studies, Journal of Organizational Change Management, Journal of Small Business and Enterprise Development, Journal of Small Business and Entrepreneurship, Journal of Vocational Behavior, Management Communication Quarterly, Management International Review, Management Learning, Qualitative Market Research: An International Journal, Regional Studies, Research Policy, Review of Managerial Science, Small Business Economics, Sociology, Strategic Entrepreneurship Journal, Technology Analysis and Strategic Management, Tourism Management.

## APPENDIX 2. CODEBOOK

### 1. CODE: **Constructing**

This code denotes articles investigating how entrepreneurs build their identity, drawing upon various resources in their respective environments.

### 2. CODE: **Country of study**

This code classifies articles into one of two categories: *Established economies* and *Emerging economies* (Stam et al., 2014), which suggest the contextual backdrop of papers.

### 3. CODE: **Enacting**

This code classifies articles based on how entrepreneurs draw upon their identity while starting and/or running their ventures.

### 4. CODE: **Experience**

This code further classifies the entrepreneurs under study based on their respective stage in the entrepreneurial process. In particular, drawing on Rotefoss and Kolvereid (2005), we used: *Aspiring entrepreneurs*, *Nascent entrepreneurs*, or *Experienced entrepreneurs*. The code *aspiring entrepreneurs* denotes individuals engaged in education, training, and mentoring programs (pre-venture phase); *nascent entrepreneurs* describes individuals engaged in ongoing new venture creation or early venture development; and *experienced entrepreneurs* are those who have been engaged in running their ventures.

### 5. CODE: **Focus**

This code offers a brief summary of the primary topic/s addressed in a given article.

### 6. CODE: **Foundational Identity Theories**

This code classifies articles into one of five categories, according to the primary theory of identity upon which a given article draws, namely: *Identity theory*, *Role-identity theory*, *Social Identity theory*, *Narrative identity theory* and *Identity work theory*. When texts draw upon

multiple theories of identities, we denote them by enumerating the theories they draw upon (See Table 2).

7. CODE:       **Identity in context(s)**

This code classifies articles based on whether they investigate EI as a primary construct (“*Star*”, cf., Pratt, 2020) or as part of a constellation of other constructs (“*Ensemble Member*”, cf., Pratt, 2020).

8. CODE:       **Individual characteristics**

This code classifies articles based on understandings of entrepreneurial identity as it relates to specific characteristics of the entrepreneurs under study—such as their *Body, Gender, Ethnicity, Age, Occupation, Class, Emancipation, Entrepreneurial behavior, Entrepreneurial intention, Legitimacy, Passion/Emotion, and Opportunity recognition and exploitation.*

9. CODE:       **Method**

This code indicates the primary research methodologies/techniques used in empirical articles to gather (and in some cases to analyze) data, namely: *Survey, Case study, Interviews, Content analysis, Discourse analysis, Ethnography.* When pertinent, we also note the number of times each technique was applied (e.g., number of interviews), and earmark longitudinal investigations.

10. CODE:       **Nature of Identity**

This code classifies articles based on the “essence” of EI—namely whether they conceptualize EI as *Property* or *Process*. *EI as Property* captures identity as a relatively stable set of attributes. Specifically, articles taking an *EI as Property* perspective cast EI as either an *Asset* or as a *Liability*. *EI as Process* encompasses understandings of identity as dynamic and fluid. Articles taking an *EI as Process* perspective further describe EI as either a *Proactive* or *Reactive* process.

11. CODE: **Paradigm**

This code classifies articles based on their epistemological stand, namely: *Positivism* or *Social constructivism* (whether *Interpretive*, *Critical*, or *Postmodern*). The term epistemology refers to a given theory of knowledge. *Positivism* envisions reality as independent of our knowledge of it. As such, it assumes that it is possible to investigate phenomena in their “true” form, and to establish causal relationships among such phenomena. By contrast, *Social constructivism* envisions reality as constructed through social and discursive interaction. Within this epistemology, *Interpretive* research focuses on people’s interpretations of social phenomena. *Critical* studies reveal power and domination structures that govern social settings, while *Postmodern* studies deconstruct meaning, inviting reflexivity over these very structures.

12. CODE: **Primary insights**

This code offers a brief summary of the primary findings of a given article.

13. CODE: **Role of Identity**

This code classifies articles into one of three categories: *EI as Influenced*, *EI as Influencing*, *EI as Influenced and Influencing*. As *Influencing*, EI is conceptualized as shaping individual, venture and socio-cultural outcomes. As *Influenced*, EI is conceptualized as shaped by individual, venture and socio-cultural antecedents. As *Influenced and Influencing*, EI is conceptualized as both shaped by individual, venture and socio-cultural antecedents and as shaping individual, venture and socio-cultural outcomes.

14. CODE: **Sample**

This code describes the entrepreneurs under study based on a host of characteristic, such as their gender (e.g., *Women entrepreneurs*) or origins (e.g., *Migrant entrepreneurs*) other than their respective stage in the entrepreneurial process.

15. CODE:       **Type of paper**

This code classifies articles as either *Conceptual* or *Empirical*. A *Conceptual* article presents, discusses, and/or generates theory from existing theory, whereas an *Empirical* article elaborates or generates theory from new data.

16. CODE:       **Venture and Socio-cultural characteristics**

This code classifies articles based on the construction of entrepreneurial identity within a host of contexts, namely: *Family Business*, *Network*, *Incubator*, *Education*, *Media and public discourse*, as well as *Industry* (whether *High-tech* or *Low-tech* – cf., Stam et al., 2014). Moreover, it classifies articles based on the enactment of entrepreneurial identity in relation to an array of venture and other outcomes, namely: *Venture Creation*, *Venture Growth*, and *Venture Performance*, *Regional/Local development*, as well as *Resource Acquisition*.

## Appendix 3a. Descriptive Overview of the Reviewed Articles (Type of studies)

\*number of articles after deduplication checks.

	Type of studies																		
	Theory					Paradigm													
	Single (n=137)		Multiple (n=16)			Critical (n=10)		Interpretive (n=10)		Mixed (n=5)	Empirical								
	Identity Theory - IT (n=28)	Identity Work Theory - IWT (n=46)	Social Identity Theory - SIT (n=20)	Narrative Identity Theory - NIT (n=7)	Role Identity Theory - RIT (n=7)	IT & SIT (n=9)	IWT & NIT (n=4)	IWT & SIT (n=1)	IT & IWT (n=1)	SIT & NIT (n=1)	Position (n=5)	Social constructionism - Critical (n=10)	Social constructionism - Interpretive (n=10)	Social constructionism - Postmodern (n=5)	Conceptual (n=20)	Qualitative (n=10)	Quantitative (n=20)	Mixed/method (n=3)	
Abid Hamid, O'Keefe, & Everett (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Achenberger & Wolter (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alban, Zheng, DeNoble, & Masten (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Albinsson (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Alban, Chausse, Hytti, & Solvoll (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Anderson & Warren (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Anderson, Warren, & Bensenum (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Aygyren & Nondqvist (2015)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Barragan, Engel, & Essers (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Barnett & Verschuina (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Bell et al. (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Berglund, Gadsdén, & Lindgren (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Bjersell & Melin (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Bredvold & Skårén (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Bruno, Gherardi, & Poggio (2004)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Byrne, Fatouma, & Diaz Garcia (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Cardon, Wincent, Singh, & Dmrovcik (2009)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Chaverso, Pailot, & Poroli (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Clark & Hill (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Clarke (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Cohen & Masson (2000)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Conger, McMullen, Bergman, & York (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Dobrev & Barnett (2005)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Dobson & McLuskie (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Dodd (2002)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Down & Reveley (2004)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Down & Warren (2008)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Driver (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ekinci et al. (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Essers & Benschop (2007)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Essers & Benschop (2009)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Essers, Doorewaard, & Benschop (2013)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Estrada-Cruz et al. (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Falk, Håklich, & Luchkeman (2012)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Farmer, Yao, & King-McIntyre (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Fauchant & Gruber (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Fernick (2002)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Fernandes & Mota-Ribeiro (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Fletcher & Watson (2007)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Franklin & Dunkley (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Fredrikson & Berglund (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
García & Welser (2013)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
García-Lorena, Donnelly, Sell-Trujillo, & Inas (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Gherardi (2015)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Giuzendy & Down (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Gill & Larson (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grimes (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Gruber & MacMillan (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hamilton (2006)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hamilton (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hannon & Blake (2009)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hannington (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hoang & Gimeno (2010)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hors et al. (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hytti & Heinonen (2013)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hytti (2005)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Inas, Wilson, & Weston (2012)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Jain, George, & Malvarich (2009)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Jermberg et al. (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Johansson (2004)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Jones & Clifton (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Jones, Latham, & Beta (2008)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Kamala & Kamada (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Karhunen, Oksipieva, & Hytti (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Katpenová & Kichang (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Katpenová et al. (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Katila, Laine, & Parkkari (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Klein (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ladje et al. (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Larson & Pearson (2012)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Lewis (2013)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Lewis (2015)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Lewis et al. (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Lindqvist, Middleton, & Nowell (2015)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
MacNabb, McCoy, Weirauch, & Nordover (1993)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Mabo & McDowell (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Malhot & Wajsbort (2015)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Marlow & McAdam (2015)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Martin et al. (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Maucha (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Mathias & Williams (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Mikka Vuola et al. (2007)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Mills (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Morris, Neumeier, Jang, & Karako (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Muller, De Cock, Twardowska, & Volkman (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Murnieks, Carlson, & Hoyne (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Murnieks, McMullen, & Cardon (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Murnieks, Mosakowski, & Cardon (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nava & Glynn (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Newbery, Lean, Moizer, & Haddock (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nielsen & Garmer (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nielsen & Larson (2012)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nielsen, Norbäck, & Christensen (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
O'Neil et al. (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Obstonska, Goethner, Silbertsson, & Camner (2012)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Obstonska, Silbertsson, Camner, & Goethner (2015)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Oo, Allison, Sahaym, & Jaasrikal (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Orser et al. (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ozmir Kacar & Essers (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Okazaki-Pan (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pan, Gruber, & Binder (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Pfeifer, Sarjija, & Zekic Susic (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Phillips (2013)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Phillips, Tracy, & Karra (2013)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Poldner, Brameti, & Steyaert (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Powell & Baker (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Powell & Baker (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Radu-Lefebvre, Louf, & Redien-Collet (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Rae (2004)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Rae (2006)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Rafael et al. (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Reveley (2010)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Rigg & O'Dwyer (2012)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Robertson & Grant (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Rouse (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Rumens & Ozurk (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Schmick, Lam, & Wislarke (2013)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Shepherd & Hoyne (2009)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Shepherd, Saade, & Wincent (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Singer, Gruber, Fauchant, & Zellweger (2016)	*</																		

## Appendix 3b. Descriptive Overview of the Reviewed Articles

			EI as Influenced	EI as Influenced and Influencing	EI as Influencing	Total	Total category deduplicated	
Layers of Context	Experience (n=133)*	<i>Aspiring (n=10)</i>	6	2	2	10	133	
		<i>Nascent (n=60)</i>	36	9	15	60		
		<i>Experienced (n=68)</i>	28	17	23	68		
	Industry (n=30)*	<i>Low-Tech (n=24)</i>	9	1	14	24	30	
		<i>High-Tech (n=7)</i>	6	1	0	7		
	Country (n=133)*	<i>Emerging economies (n=12)</i>	4	6	2	12	133	
<i>Established Economies (n=124)</i>		65	21	38	124			
Antecedents	Individual level (n=83)*	<i>Intrinsic motivation (n=30)</i>	19	11		30	83	
		<i>Extrinsic motivation (n=11)</i>	8	3		11		
		<i>Gender (n=34)</i>	24	10		34		
		<i>Ethnicity (n=10)</i>	6	4		10		
		<i>Age (n=4)</i>	4	0		4		
		<i>Occupation (n=7)</i>	6	1		7		
		<i>Class (n=4)</i>	3	1		4		
		<i>Body (n=5)</i>	4	1		5		
	Venture level (n=28)*	<i>Family Business (n=16)</i>	13	3		16	28	
		<i>Network (n=6)</i>	3	3		6		
	Socio-Cultural level (n=53)*	<i>Incubator (n=7)</i>	6	1		7	53	
		<i>Media &amp; Public discourse (n=39)</i>	29	10		39		
	Content	EI as Process (n=99)	<i>Education (n=16)</i>	13	3		16	99
			<i>Asset (n=48)</i>	14	4	30	48	
Content	EI as Property (n=54)	<i>Liability (n=6)</i>	4	1	1	6	54	
		<i>Proactive (n=59)</i>	27	15	17	59		
Outcomes	Individual level (n=36)*	<i>Reactive (n=40)</i>	28	11	1	40	36	
		<i>Passion &amp; Emotion (n=9)</i>		3	6	9		
		<i>Opportunity recognition &amp; exploitation (n=5)</i>		3	2	5		
		<i>Entrepreneurial intention (n=4)</i>		0	4	4		
	Venture level (n=35)*	<i>Entrepreneurial behaviour (n=21)</i>		11	10	21	35	
		<i>Resource acquisition (n=15)</i>		6	9	15		
		<i>Creation (n=14)</i>		2	12	14		
		<i>Performance (n=11)</i>		2	9	11		
		<i>Growth (n=7)</i>		5	2	7		
	Socio-cultural level (n=23)*	<i>Legitimacy (n=16)</i>		8	8	16	23	
		<i>Emancipation (n=3)</i>		0	3	3		
		<i>Regional / Local development (n=5)</i>		2	3	5		

**Note:** As the data in Appendices 3a and 3b<sup>4</sup> suggests, from an epistemological standpoint, 35 articles draw on positivism, and 118 adopt social constructivist approaches (103 articles leverage interpretive, 10 critical, and 5 postmodern epistemologies, respectively). Further, from a theoretical anchoring standpoint, 137 articles draw on a single foundational theory of identity, while 16 combine multiple theories of identity. Methodologically, among the 133 empirical studies, 110 are qualitative, 20 quantitative, and 3 mixed-methods. From a more analytical perspective, 59 articles examined EI as a star construct, whereas 94 as an ensemble member.

Regarding the construction of EI (n=73), research largely focuses on *antecedents* of EI at the individual level (n=83), and more specifically on EI as triggered by intrinsic (n=30), and to a lesser extent by extrinsic motivation(s) (n=11). Socio-demographic characteristics such as ethnicity (n=10), age (n=4), occupation (n=7), and class (n=4) are rarely investigated, whereas gender (n=34) is more frequently examined. Only five studies focus on entrepreneurs' body. Venture-level antecedents (n=28) are investigated less frequently than individual-level antecedents, with extant research in this area focusing on family business (n=16), network(s) (n=6), and incubator(s) (n=7). Among socio-cultural antecedents (n=53), media and public discourse take the lion share of attention (n=39), whereas education (n=16) is less of a focus.

Regarding the enactment of EI (n=49), the most studied *outcomes* relate to individual entrepreneurs themselves (n=36), to their ventures (n=35), and to a lesser extent to others in the socio-cultural environment (n=23). Among the outcomes of EI at the individual level, entrepreneurial behavior (n=21) is the most studied, followed by passion/emotion (n=9), opportunity recognition and exploitation (n=5), and entrepreneurial intention (n=4), respectively. Among outcomes of EI on entrepreneurs' ventures, resource acquisition (n=15) and venture creation (n=14) take center stage. Fewer studies investigate EI in relation to venture performance (n=11) or growth (n=7). Finally, among outcomes of EI on the socio-cultural environment, legitimacy (n=16) is the most often invoked, and to a lesser extent, emancipation (n=3) and regional/local development (n=5).

In terms of experience, nascent entrepreneurs (n=60) and experienced entrepreneurs (n=68) have drawn the most attention in the 133 empirical studies, with only 10 papers investigating aspiring entrepreneurs<sup>5</sup>. With respect to country context, EI is examined in established economies (n=124) and less frequently in emerging economies

<sup>4</sup> Numbers in Appendices 3a and 3b, as well as numbers cited in the main body of the paper are *after deduplication checks*. Each text was coded as potentially addressing several antecedents and/or outcomes of EI at various levels of analysis (i.e., individual, venture, and socio-cultural). For a more detailed overview, see Appendix 4.

<sup>5</sup> Total numbers per type of experience, *before* accounting for deduplication; five studies investigating *more* than one type of experience (see Table 3).

(n=12). Further, among the empirical papers providing information relative to industry, EI is mostly investigated in low-tech industries (n=24), compared to high-tech industries (n=7).

Regarding the content of EI, when conceptualized *as Property* (n=54), EI tends to be largely cast as an asset (n=48) as opposed to as a liability (n=6). When conceptualized *as Process* (n=99), it tends to be proactive (n=59) as opposed to reactive (n=40) (see Appendices 3a and 3b, and Appendix 4).





	Layers of Context			Antecedents										Content			Outcomes																				
	Experience (n=133)*			Industry (n=30)*			Country (n=133)*			Individual Level (n=83)*					Venture Level (n=28)*			Socio-Cultural Level (n=53)*			EI as Property (n=54)			EI as Process (n=99)			Individual Level (n=56)*			Venture Level (n=35)*			Socio-cultural Level (n=23)*				
	Aspiring (n=10)	Nascent (n=60)	Experienced (n=68)	Low-Tech (n=24)	High-Tech (n=7)	Emerging economies (n=12)	Established Economies (n=124)	Intrinsic motivation (n=30)	Extrinsic motivation (n=11)	Gender (n=34)	Ethnicity (n=10)	Age (n=4)	Occupation (n=7)	Class (n=4)	Body (n=5)	Family Business (n=16)	Network (n=6)	Incubator (n=7)	Media & Public discourse (n=39)	Education (n=16)	Asset (n=48)	Liability (n=6)	Proactive (n=59)	Reactive (n=40)	Passion & Emotion (n=9)	Opportunity recognition & exploitation (n=5)	Entrepreneurial intention (n=4)	Entrepreneurial behaviour (n=21)	Resource acquisition (n=15)	Creation (n=14)	Performance (n=11)	Growth (n=7)	Legitimacy (n=16)	Emancipation (n=3)	Regional/Local development (n=5)		
EI as Influenced	6	36	28	9	6	4	65	19	8	24	6	4	6	3	4	13	3	6	29	13	14	4	27	28													
EI as Influenced and Influencing	2	9	17	1	1	6	21	11	3	10	4	0	1	1	1	3	3	1	10	3	4	1	15	11	3	3	0	11	6	2	2	5	8	0	2		
EI as Influencing	2	15	23	14	0	2	38																														
<b>Total</b>	<b>10</b>	<b>60</b>	<b>68</b>	<b>24</b>	<b>7</b>	<b>12</b>	<b>124</b>	<b>30</b>	<b>11</b>	<b>34</b>	<b>10</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>5</b>	<b>16</b>	<b>6</b>	<b>7</b>	<b>39</b>	<b>16</b>	<b>48</b>	<b>6</b>	<b>59</b>	<b>40</b>	<b>9</b>	<b>5</b>	<b>4</b>	<b>21</b>	<b>15</b>	<b>14</b>	<b>11</b>	<b>7</b>	<b>16</b>	<b>3</b>	<b>5</b>		
<b>Total category deduplicated</b>	<b>133</b>	<b>30</b>	<b>133</b>																																		
<b>EI as Influenced and Influencing (n=31)</b>																																					
Ahsan, Zheng, DeNoble, & Musteen (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Ayören & Nordqvist (2015)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Bruni, Gherardi, & Poggio (2004)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Clarke (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Dobson & McLuskie (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ekinci et al. (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Gill & Larson (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hamilton (2006)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Hamilton (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Inas, Wilson, & Weston (2012)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ladge et al. (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Lewis et al. (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Martin et al. (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Mathias & Williams (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Morris, Neumeier, Jang, & Kuratko (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Navis & Glynn (2011)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
O'Neil et al. (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Phillips, Tracey, & Karra (2013)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Radu-Lefebvre, Loué, & Redien-Collot (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Rouse (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Shepherd, Saade, & Wincent (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Slade Shantz, Kistruck, & Zietsma (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Swail & Marlow (2018)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Thrane, Blenker, Korsgaard, & Neergaard (2016)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Tlairs & Kausler (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Todres & Reveley (2019)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Tomlinson & Colgan (2014)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Warren (2004)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Warren, Mika, & Palmer (2017)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Weich, Welch, & Hewerdine (2008)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Zizal & Tripsas (2020)	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

	Layers of Context			Antecedents										Content			Outcomes																						
	Experience (n=133)*	Industry (n=30)*	Country (n=133)*	Individual Level (n=83)*										Venue Level (n=28)*	Socio-Cultural Level (n=53)*	EI as Property (n=54)	EI as Process (n=99)	Individual Level (n=36)*	Venue Level (n=35)*	Socio-cultural Level (n=23)*																			
	<i>Aspiring (n=10)</i>	<i>Nascent (n=60)</i>	<i>Experienced (n=68)</i>	<i>Low-Tech (n=24)</i>	<i>High-Tech (n=7)</i>	<i>Emerging economies (n=12)</i>	<i>Established Economies (n=124)</i>	<i>Intrinsic motivation (n=30)</i>	<i>Extrinsic motivation (n=11)</i>	<i>Gender (n=34)</i>	<i>Ethnicity (n=10)</i>	<i>Age (n=4)</i>	<i>Occupation (n=7)</i>	<i>Class (n=4)</i>	<i>Body (n=5)</i>	<i>Family Business (n=16)</i>	<i>Network (n=6)</i>	<i>Incubator (n=7)</i>	<i>Media &amp; Public-discourse (n=39)</i>	<i>Education (n=16)</i>	<i>Asset (n=48)</i>	<i>Liability (n=6)</i>	<i>Proactive (n=59)</i>	<i>Reactive (n=40)</i>	<i>Passion &amp; Emotion (n=9)</i>	<i>Opportunity recognition &amp; exploitation (n=5)</i>	<i>Entrepreneurial intention (n=4)</i>	<i>Entrepreneurial behaviour (n=21)</i>	<i>Resource acquisition (n=15)</i>	<i>Creation (n=14)</i>	<i>Performance (n=11)</i>	<i>Growth (n=7)</i>	<i>Legitimacy (n=16)</i>	<i>Emancipation (n=3)</i>	<i>Regional / Local development (n=5)</i>				
EI as Influenced	6	36	28	9	6	4	65	19	8	24	6	4	6	3	4	13	3	6	29	13	14	4	27	28															
EI as Influenced and Influencing	2	9	17	1	1	6	21	11	3	10	4	0	1	1	1	3	3	6	10	3	4	1	15	11	3	3	0	11	6	2	4	10	9	12	9	2	8	0	2
EI as Influencing	2	15	23	14	0	2	38														30	1	17	1															
<b>Total</b>	<b>10</b>	<b>60</b>	<b>68</b>	<b>24</b>	<b>7</b>	<b>12</b>	<b>124</b>	<b>30</b>	<b>11</b>	<b>34</b>	<b>10</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>5</b>	<b>16</b>	<b>6</b>	<b>7</b>	<b>39</b>	<b>16</b>	<b>48</b>	<b>6</b>	<b>59</b>	<b>40</b>	<b>9</b>	<b>5</b>	<b>4</b>	<b>21</b>	<b>15</b>	<b>14</b>	<b>11</b>	<b>7</b>	<b>16</b>	<b>3</b>	<b>5</b>				
<b>Total category deduplicated</b>	<b>133</b>	<b>30</b>	<b>133</b>	<b>83</b>										<b>28</b>	<b>53</b>	<b>54</b>	<b>99</b>	<b>36</b>	<b>35</b>	<b>23</b>																			
<b>EI as Influencing (n=49)</b>																																							
Abd Hamid, O'Kane, & Everett (2019)	*																			*	*														*				
Alsos, Clausen, Hytti, & Solvoll (2016)	*	*	*																	*	*														*				
Anderson, Warren, & Bensemann (2019)		*	*																	*	*													*	*				
Barragan, Eroglu, & Essers (2018)	*																			*	*														*				
Berglund, Gadefors, & Lindgren (2016)		*	*																	*	*														*				
Bredvold & Skälén (2016)		*	*																	*	*														*				
Cardon, Wincent, Singh, & Drnovsek (2009)		*	*																	*	*														*				
Down & Warren (2008)	*	*	*																	*	*														*				
Driver (2017)	*	*	*																	*	*														*				
Estrada-Cruz et al. (2019)	*	*	*																	*	*														*				
Farmer, Yao, & Kung-Mcintyre (2011)	*	*	*																	*	*														*				
Fauchart & Gruber (2011)	*	*	*																	*	*														*				
Franklin & Dunkley (2017)	*	*	*																	*	*														*				
Giazitzoglou & Down (2017)	*	*	*																	*	*														*				
Grimes (2018)	*	*	*																	*	*														*				
Gruber & MacMillan (2017)		*	*																	*	*														*				
Hoang & Gimeno (2010)		*	*																	*	*														*				
Kantola & Kuusela (2019)		*	*																	*	*														*				
Klein (2017)		*	*																	*	*														*				
Lewis (2015)		*	*																	*	*														*				
Mahto & McDowell (2018)		*	*																	*	*														*				
Mills (2011)		*	*																	*	*														*				
Murnieks, Cardon, & Haynie (2020)		*	*																	*	*														*				
Murnieks, McMullen, & Cardon (2019)		*	*																	*	*														*				
Murnieks, Mosakowski, & Cardon (2014)		*	*																	*	*														*				
Obschonka, Goethner, Silbereisen, & Cantner (2012)	*	*	*																	*	*														*				
Obschonka, Silbereisen, Cantner, & Goethner (2015)	*	*	*																	*	*														*				
Oo, Allison, Sahaym, & Juasrikul (2019)	*	*	*																	*	*														*				
Pan, Gruber, & Binder (2019)	*	*	*																	*	*														*				
Pfeifer, Šarlija, & Zekić Sušac (2016)	*	*	*																	*	*														*				
Poldner, Branzei, & Steyaert (2019)	*	*	*																	*	*														*				
Powell & Baker (2014)	*	*	*																	*	*														*				
Powell & Baker (2017)	*	*	*																	*	*														*				
Reveley (2010)	*	*	*																	*	*														*				
Robertson & Grant (2016)	*	*	*																	*	*														*				
Seunke, Lans, & Wiskerke (2013)	*	*	*																	*	*														*				
Shepherd & Haynie (2009)	*	*	*																	*	*														*				
Sieger, Gruber, Fauchart, & Zellweger (2016)	*	*	*																	*	*														*				
Stead (2017)	*	*	*																	*	*														*				
Stewart & Hoell (2016)	*	*	*																	*	*														*				
Stinchfield, Nelson, & Wood (2013)	*	*	*																	*	*														*				
Stoyanov (2018)	*	*	*																	*	*														*				
Stoyanov, Woodward, & Stoyanova (2018)	*	*	*																	*	*														*				
Stroe, Wincent, & Parida (2018)	*	*	*																	*	*														*				
Suvanto et al. (2020)	*	*	*																	*	*														*				
Vesala et al. (2007)	*	*	*																	*	*														*				
Wry & York (2017)	*	*	*																	*	*														*				
York, O'Neil, & Sarasathy (2016)	*	*	*																	*	*														*				
Zou, Guo, Guo, Shi, & Li (2019)	*	*	*																	*	*														*				