

## **Family determinants of entrepreneurial success - the mediational role of self-esteem and achievement motivation**

Explanatory models of entrepreneurial success proposed thus far have focused on the role of economic (e.g., capital) and psychological (e.g., planning and decision-making skills, motivation) factors. The significance of the family of origin in shaping business efficacy has been marginalized. Thus, little is known about the possible relationships between family factors and entrepreneurial success. To address this gap in knowledge, in the current project, we aim to analyze and compare three paths of family influence (parental attitudes, communication, modeling processes) on entrepreneurial success among Polish small and medium-sized enterprise (SME) owners. We assume that the relationships linking entrepreneurial success with the family of origin are indirect and will be mediated by these psychological traits whose predictive power for business efficacy has been confirmed in numerous studies (e.g., personality traits, motivation). In our proposed model, we take self-esteem and achievement motivation as the mediator variables. Thus, we assume that the family of origin might influence entrepreneurial success through its effect on shaping self-esteem and motivation achievement.

The studies will have a quantitative character and will be carried out on entrepreneurs from the SME sector. Focusing on microenterprises is pertinent in light of the statistics showing a high percentage of newly-founded and simultaneously quickly failing enterprises. It might be possible that the “economic” aspect might not be sufficient for these enterprises’ survival, which points to the need to consider the personal characteristics of the entrepreneur. In turn, the sources of these characteristics are to be found in the family of origin.

The project will significantly contribute to management and psychological literature. On the one hand, it will allow for a deeper understanding of the mechanisms behind entrepreneurial success, and on the other, it suggests a more unified approach to this phenomenon. The (few) studies published thus far have rather focused on correlational analyses examining direct relations between single family factors and entrepreneurial success. In contrast, our proposed model offers a more comprehensive view on the family determinants of entrepreneurial success. This comprehensive view is evident in the simultaneous analysis of three paths of family influence, as well in the introduction of two mediator variables (self-esteem and achievement motivation). Verifying the model might thus shed more light on the pathways of family influence, whose significance was not considered previously in the context of entrepreneurial success. For example, little is known about the effect of communication in the family or parental attitudes on entrepreneurial success. Verifying the model thus carries theoretical implications – it will significantly expand our knowledge on management issues. From a practical perspective, understanding the family mechanisms behind entrepreneurial success might allow for facilitating these parental “influences” which support the future business efficacy of the potential entrepreneur.