

APPENDIX 1 – CODING OF DATA

TABLE 1 – THEMATIC CODING	
When setting intentions and goals, do entrepreneurs recognise emotional barriers to success and, if so, how do they overcome them?	
THEME	CODE
LACK OF RESOURCES Barrier	1.1 There is not enough time to do everything 1.2 Having sufficient funding 1.3 Money and Financial Resources are a hindrance 1.4 Generating sufficient income 1.5 Time – there is a lot going on 1.6 Time and effort need to be put in 1.7 Not having expert resources 1.8 Meeting overhead costs
DEFICIENT COMPETENCIES Barrier	2.1 Lack of confidence in abilities 2.2 Acquiring new skills and learning 2.3 Building relationships 2.4 Having industry experience 2.5 Having functional management and leadership experience 2.6 Knowledge and contacts
EMOTIONAL CONCERNS Barrier	3.1 Not having control of emotional factors (Frustration) 3.2 Failure in obtaining objectives (Fear) 3.3 Lack of confidence in managing emotional states (Fear) 3.4 Anxiety over being responsible and leading (Fear) 3.5 Self-doubt and not being good enough (Fear) 3.6 Managing risk (Fear) 3.7 Setting realistic goals (Frustration) 3.8 Uncertainty (Fear) 3.9 Lack of experience (Frustration) 3.10 Uncertainty over outcomes (Fear) 3.11 Time until outcomes are known (Frustration)
SUPPORTIVE NETWORKS Enabler	4.1 Building relationships with other organisations 4.2 Maintaining relationships 4.3 Experienced advice 4.4 Networking at community events 4.5 Social media
PEER SUPPORT Enabler	5.5 Finding the right people to be around 5.6 Choosing the right people for the challenge 5.7 Supportive friends, colleagues and associates 5.8 Keeping close to family and friends 5.9 Experienced confidants
SELF-MANAGEMENT Enabler	6.0 Perseverance and tenacity 6.1 Commitment 6.2 Motivated to get things done 6.3 Not having control of external factors 6.4 Managing internal emotional states 6.5 Overcoming negative influences 6.6 Self-belief and self-confidence 6.7 Trusting instinct