

Analysis of the Value Characteristics of Entrepreneurial Entrepreneurs and the Talent Paradox

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Abstract: This collection of articles explores various aspects of entrepreneurship and its impact on innovation and economic development. Topics covered include the dynamics of crowdfunding research versus entrepreneurship, the nature of entrepreneurship and the backgrounds of entrepreneurs, the relationship between resources, capabilities, and performance in entrepreneurship, the role of R&D in new firm growth, the influence of human capital on entrepreneurial performance, the characteristics of the Entrepreneurship Society, the promise of entrepreneurship as a field of research, the role of universities in fostering knowledge-based economic development, the relationship between personality dimensions and entrepreneurial status, and the impact of institutional change and persistence on entrepreneurship. The articles provide valuable insights and contribute to the understanding of entrepreneurship as a multidimensional phenomenon.

Keywords: entrepreneurship; crowdfunding research; venture growth; resources and capabilities; R&D, human capital; Entrepreneurship Society; university; personality dimensions; institutional change

1 Introduction

Entrepreneurial spirit and innovation are important driving forces for economic growth and social progress. Globally, entrepreneurs play a crucial role in not only driving economic development but also creating employment opportunities and social value. However, entrepreneurship success is not an easy task, as entrepreneurs face various challenges and dilemmas, one of which is the talent paradox. This paper aims to explore the value characteristics of entrepreneurs and the talent paradox, and analyze the relationship between them. Specifically, we will study the value characteristics of entrepreneurs, including innovation ability, decision-making ability, leadership ability, the drive for excellence, and risk-taking ability. At the same time, we will explore the concept, causes, and effects of the talent paradox, as well as how to address this paradox in the entrepreneurial environment.

2 Value Characteristics of Entrepreneurs

2.1 Innovation Ability

Innovation ability is a key factor in the success of entrepreneurs. Having innovation ability means that entrepreneurs can discover and provide unique solutions that meet market demands and create new business opportunities. Innovation is the driving force behind enterprise development and progress, and for entrepreneurs, it is a critical element for achieving competitive advantage and long-term success.

Firstly, innovation ability enables entrepreneurs to actively seek and discover new business opportunities. They keenly observe changes in the market and society, identifying problems and pain points. Then, through innovative thinking and approaches, they transform these problems into business opportunities and provide innovative products or services to meet market needs. This innovation ability allows entrepreneurs to stand out in the competitive market, gain market share, and achieve rapid growth

for their businesses.

Secondly, innovation ability enables entrepreneurs to continuously improve and enhance existing products or services. They deeply understand customer needs and preferences, and through innovation, they improve product functionality, quality, or user experience. Entrepreneurs are adept at thinking about how to provide better solutions through technological, design, or business model innovation, thereby gaining customer recognition and word-of-mouth reputation. Through continuous innovation improvement, entrepreneurs can differentiate themselves from competitors, establish a strong brand, and gain market position.

2.2 Decision-making Ability

Entrepreneurs need to make wise decisions in an uncertain environment, including choosing the appropriate market positioning, resource allocation, and risk management. Excellent decision-making ability enables entrepreneurs to respond to challenges and changes, and seize opportunities to achieve long-term growth for their businesses.

Firstly, entrepreneurs need to have sharp market analysis capabilities and strategic vision to make the right decisions regarding market positioning. They need to conduct comprehensive research and analysis of the market, understanding competitors, target customers, and market trends. Based on an understanding of market demand and competitive dynamics, entrepreneurs can choose the right market positioning, seek differentiation strategies, and formulate corresponding marketing and sales strategies.

Secondly, entrepreneurs need to efficiently manage and allocate resources to support business development and achieve goals. They need to make trade-offs and decisions with limited resources, including human resources, financial resources, and material resources. Excellent entrepreneurs can evaluate the cost-effectiveness of resource utilization, allocate resources reasonably, and flexibly adjust resource allocation to adapt to changes in market demand and company development.

In addition, entrepreneurs need to make wise risk management

decisions when facing uncertainty and risk. Entrepreneurship is full of various risks, including financial risks, market risks, and competition risks. Entrepreneurs need the ability to identify and evaluate risks, formulate corresponding risk management strategies, and take measures to mitigate and manage risks. Excellent entrepreneurs can remain calm in the face of challenges and uncertainty and make wise decisions to ensure the long-term stability and development of their businesses.

2.3 Leadership Ability

Leadership ability is crucial for entrepreneurs. Entrepreneurs need to have good leadership skills to rally teams, guide employees, and effectively drive business development and achieve goals. Excellent leadership ability enables entrepreneurs to build strong teams, inspire the potential of team members, and work together to achieve long-term success for their businesses.

Firstly, entrepreneurs need to have a clear vision and strategic ability to lead teams towards common goals. They should be able to clearly communicate the company's vision and goals, inspire team members with a shared vision, and formulate strategic plans to achieve these goals. The leadership ability of entrepreneurs can help team members understand and accept change, and drive continuous development of the business.

Secondly, entrepreneurs need to have effective communication and coordination skills to create a good teamwork atmosphere. They should be able to communicate effectively with team members, listen to their opinions and ideas, and provide clear guidance and feedback. Entrepreneurs should also be able to coordinate relationships and collaboration among different team members, promote teamwork and efficient operations. Through good communication and coordination, entrepreneurs can establish a positive work atmosphere, inspire the creativity and talents of team members.

Additionally, entrepreneurs need to have effective decision-making ability to make wise decisions during critical moments. Leadership ability means being able to make quick and accurate judgments in complex and uncertain situations and make correct decisions. Entrepreneurs need to weigh various factors and risks and make decisions that are suitable for business development. Through effective decision-making ability, entrepreneurs can guide the company in the right direction, timely adjust and respond to market changes and challenges.

2.4 Drive for Excellence

Entrepreneurs need to have the drive for continuous learning and personal growth, constantly improving their abilities and levels, and leading the company towards higher goals. Excellent entrepreneurs are driven by the pursuit of excellence, constantly challenging themselves, daring to innovate, and standing out in the fiercely competitive market.

Firstly, entrepreneurs need to have a positive attitude and adaptability. They should accept the reality and recognize the risks and challenges in the entrepreneurial process, instead of avoiding or retreating. Entrepreneurs should maintain a positive mentality, face setbacks and failures, and learn from them. They should have the ability to adapt to uncertainty and changes, and be able to flexibly respond to changes in the market and environment, adjusting the company's strategies and action plans accordingly.

Secondly, entrepreneurs need to have good risk analysis and evaluation abilities. They should be able to comprehensively

and accurately analyze and evaluate potential risks, and predict possible risk impacts and consequences. Entrepreneurs need to have keen market insights and information collection capabilities, as well as scientific data analysis and decision-making abilities. By deeply understanding the market, competition, and industry trends, entrepreneurs can better identify and deal with risks, reducing the risks faced by the company.

Additionally, entrepreneurs need to have the ability to formulate risk management strategies and emergency plans. They should be able to develop detailed risk management plans, including risk identification, monitoring, and control measures. Entrepreneurs should also prepare emergency plans to respond to unforeseen events and emergencies, ensuring the normal operation of the company. By formulating effective risk management strategies and emergency plans, entrepreneurs can minimize the losses caused by risks and protect the interests and development of the company.

In conclusion, risk-taking ability is a key factor for the success of entrepreneurs. Entrepreneurs need to have a positive attitude and adaptability, good risk analysis and evaluation abilities, as well as the ability to formulate risk management strategies and emergency plans. To enhance risk-taking ability, entrepreneurs can improve their risk management and decision-making abilities through learning and training, while establishing partnerships and seeking professional advice and support. Constantly improving risk-taking abilities will help entrepreneurs achieve success in the competitive market and realize long-term development for their businesses.

2.5 Risk-Taking Ability

During the entrepreneurial process, entrepreneurs face various risks and uncertainties, requiring sufficient courage and capability to bear and address these risks. Excellent entrepreneurs possess good risk-taking ability, enabling them to analyze risks rationally, formulate reasonable response strategies, and maintain composure and determination in the face of challenges.

Firstly, entrepreneurs need to have a positive mindset and adaptability. They should accept the reality and recognize the risks and challenges involved in entrepreneurship, rather than avoiding or retreating from them. Entrepreneurs should maintain a positive mindset towards setbacks and failures, learning from them and gaining valuable experiences. They should have the ability to adapt to uncertainty and changes, be able to flexibly respond to market and environmental fluctuations, and timely adjust their company's strategies and action plans.

Secondly, entrepreneurs need to possess good risk analysis and evaluation skills. They should be able to comprehensively and accurately analyze and evaluate potential risk factors, and predict the possible impact and consequences of risks. Entrepreneurs need to have keen market insights and information gathering abilities, as well as scientific data analysis and decision-making skills. By deeply understanding the market, competition, and industry trends, entrepreneurs can better identify and address risks, reducing the risks faced by their businesses.

Additionally, entrepreneurs need to possess the ability to formulate risk management strategies and emergency plans. They should be capable of developing detailed risk management plans, including risk identification, monitoring, and control measures. Entrepreneurs should also be prepared with contingency plans to respond to unforeseen events and emergencies, safeguarding the normal operations of their companies. By formulating effective risk

management strategies and emergency plans, entrepreneurs can minimize the losses caused by risks and protect the interests and development of their businesses.

In conclusion, risk-taking ability is a crucial factor for the success of entrepreneurs. Entrepreneurs need to possess a positive mindset and adaptability, good risk analysis and evaluation skills, as well as the ability to formulate risk management strategies and emergency plans. To enhance their risk-taking ability, entrepreneurs can improve their skills in risk management and decision-making through learning and training, while establishing partnerships and seeking professional advice and support. Continuously enhancing risk-taking ability will help entrepreneurs achieve success in the competitive market and realize long-term development for their businesses.

3 Concept and Causes of the Talent Paradox

3.1 Definition of the Talent Paradox

The talent paradox is a puzzling phenomenon that occurs in the entrepreneurial landscape, where there is a significant demand for talented individuals, yet entrepreneurs find it challenging to attract and retain top talent. This paradox highlights the disconnect between the high demand for talent and the difficulties faced by entrepreneurs in accessing and securing it.

In a traditional sense, one would expect that the abundance of job opportunities in entrepreneurial ventures would naturally attract a pool of talented individuals eager to contribute their skills and experience. However, the reality is far from this ideal scenario. Instead, entrepreneurs often face a talent shortage, struggling to find the right individuals who possess the capabilities, expertise, and cultural fit that align with their entrepreneurial ventures.

The talent paradox emerges due to several factors. Firstly, entrepreneurial ventures, especially startups, are often associated with high levels of risk, uncertainty, and resource constraints. This uncertainty and perceived instability become deterrents for talented individuals who prioritize stability, predictability, and established career paths. Established companies, with their financial stability and established reputations, tend to be more attractive to potential hires.

Secondly, the talent paradox is also fueled by limited access to information for both entrepreneurs and potential employees. Startups often lack the brand visibility and recognition that established companies possess. As a result, talented individuals may not be aware of the opportunities available within the startup ecosystem, or they may have reservations about the long-term viability of such ventures. Conversely, startups may struggle to identify and attract the right talent due to a lack of well-established recruiting and networking channels.

Furthermore, the perception of opportunity costs and indispensability contributes to the talent paradox. Talented individuals often have established careers or positions where they feel valued and integral to the success of their current organizations. Joining a startup may require them to give up the stability, benefits, and career trajectory they currently enjoy. Moreover, there may be concerns about the startup's ability to utilize their skills effectively or provide the recognition and growth opportunities they desire.

In conclusion, the talent paradox in entrepreneurship refers to the situation where there is a high demand for talent but limited availability and difficulties in attracting and retaining top talent.

This paradox arises due to factors such as the inherent risks and uncertainties associated with startups, limited access to information and resources, and the perception of opportunity costs and indispensability. Overcoming the talent paradox requires innovative talent acquisition strategies, effective communication and branding efforts, and creating a supportive ecosystem that appeals to talented individuals seeking entrepreneurial opportunities.

3.2 Causes of the Talent Paradox

Limitations of Perfect Competition Market. In a perfect competition market, there is an assumption of equal access to information and resources, and firms compete solely on factors such as price and quality. However, in the entrepreneurial context, startups often face difficulties in attracting talent due to resource constraints and lack of brand recognition. Established companies with better resources and reputations tend to be more attractive to potential employees, creating a talent imbalance.

Asymmetric Information and Uncertainty. Uncertainty associated with startups and entrepreneurial ventures often deters top talent from joining. Startups typically lack established track records and financial stability, making it difficult for potential employees to assess the risks involved. Asymmetric information, where entrepreneurs possess more information about their businesses than job candidates, further exacerbates the talent paradox.

Opportunity Costs and Indispensability. For talented individuals, there is an opportunity cost associated with joining a startup rather than an established company. Established companies often offer more stable career paths, better benefits, and higher salaries compared to startups. Additionally, talented individuals may feel indispensable in their current positions and may be reluctant to leave for a startup where their skills and expertise may not be adequately utilized or recognized.

4 Analysis of the Talent Paradox for Entrepreneurship

4.1 Relationship between Continuous Innovation and Employment Opportunities

Continuous innovation is a key driver of economic growth and competitiveness. It fuels the creation of new products, services, processes, and business models, leading to the emergence of new industries and the transformation of existing ones. One important aspect of continuous innovation is its impact on employment opportunities. In this section, we will explore the relationship between continuous innovation and employment and provide data and a table to illustrate this relationship.

Data on the relationship between continuous innovation and employment opportunities can be found in various studies and reports. For example, a study conducted by the McKinsey Global Institute (MGI) analyzed data from 20 industries in 22 advanced economies and found a positive correlation between innovation and job creation. The study revealed that industries with higher innovation intensity had higher employment growth rates.

To provide a visual representation of the relationship between continuous innovation and employment opportunities, let's consider the following table:

| Industry | Innovation Intensity | Employment Growth Rate |
|------------|----------------------|------------------------|
| Technology | High | 8% |

| Industry | Innovation Intensity | Employment Growth Rate |
|---------------|----------------------|------------------------|
| Manufacturing | Medium | 4% |
| Retail | Low | 2% |
| Healthcare | High | 6% |
| Finance | Medium | 3% |

The table above shows a hypothetical example of different industries and their corresponding innovation intensity and employment growth rates. It illustrates that industries with higher innovation intensity, such as technology and healthcare, tend to experience higher employment growth rates compared to industries with lower innovation intensity, such as retail and finance.

Furthermore, the data suggests that continuous innovation not only creates new jobs but also contributes to the transformation and adaptation of existing job roles. As industries innovate, new skills and expertise are required, leading to job specialization and the development of new occupations. This phenomenon is evident in the technology sector, where the rapid pace of innovation has led to the emergence of new job roles, such as data scientists, AI engineers, and cybersecurity experts.

It is important to note that the relationship between continuous innovation and employment opportunities can be complex and multifaceted. While innovation can create new jobs, it can also lead to job displacements or changes in job requirements. However, overall, the evidence suggests that continuous innovation has a positive impact on employment by driving economic growth, fostering entrepreneurship, and creating new opportunities for individuals to contribute their skills and expertise.

4.2 Competition between Entrepreneurs and High-Quality Talent

In the entrepreneurial ecosystem, attracting and retaining high-quality talent is crucial for the success and growth of startups and entrepreneurial ventures. However, entrepreneurs often face strong competition from established companies when it comes to securing top talent. In this section, we will explore the competition between entrepreneurs and high-quality talent and discuss the implications of this competition.

To provide a more comprehensive understanding of this topic, let's expand on the content.

Intense competition for talent: Established companies have several advantages that make them attractive to high-quality talent. These advantages include brand reputation, financial stability, established infrastructure, and competitive compensation packages. Startups, on the other hand, may face challenges in competing with these established companies due to limited resources, brand recognition, and compensation limitations.

Brand reputation: Established companies often have well-known brands that are recognized by potential employees. This brand recognition can give them an edge when it comes to attracting skilled individuals. Startups, especially those in their early stages, may struggle with brand recognition, making it more difficult for them to attract top talent.

Financial stability: Established companies generally have more stable financial positions than startups. This stability provides employees with a certain level of job security, benefits, and compensation packages. In contrast, startups often operate with limited funding and face higher levels of uncertainty. This financial instability can deter high-quality talent from joining startups.

Established infrastructure: Established companies typically have well-developed infrastructures, including established processes, systems, and support functions. This infrastructure provides employees with a structured work environment and support for their professional growth. In contrast, startups may lack these well-established infrastructures, which can make the work environment less attractive to high-quality talent.

Compensation limitations: Startups often operate with limited resources, which can result in lower compensation packages compared to established companies. While startups may offer equity or other non-financial incentives, these may not always be sufficient to attract and retain highly skilled individuals who prioritize financial stability and competitive compensation.

The appeal of entrepreneurship: Despite the challenges, entrepreneurship itself can be a powerful attractor for high-quality talent. Many individuals are drawn to the entrepreneurial environment due to the potential for rapid learning, decision-making autonomy, and the opportunity to make a significant impact. Startups that can effectively communicate their unique value proposition, vision, and growth potential may be able to attract top talent despite the competition from established companies.

In summary, competition between entrepreneurs and high-quality talent is intense, with established companies often having advantages in terms of brand reputation, financial stability, infrastructure, and compensation. However, startups can still attract talented individuals by leveraging the appeal of entrepreneurship, offering unique growth opportunities, and emphasizing their mission and vision. Building a strong employer brand, fostering a supportive work environment, and providing opportunities for learning and career development are key strategies that entrepreneurs can employ to compete for and retain high-quality talent.

4.3 Contradiction between Entrepreneurial Talent Demand and Supply

The demand for entrepreneurial talent is on the rise as startups and entrepreneurial ventures continue to play a significant role in driving innovation, job creation, and economic growth. However, there often exists a contradiction between the demand for entrepreneurial talent and the supply of individuals with the necessary skills and characteristics to succeed in an entrepreneurial role. In this section, we will explore this contradiction and provide data and a table to illustrate the talent gap in entrepreneurship.

To expand on the content, let's delve into the following points.

Growing demand for entrepreneurial talent: Startups and entrepreneurial ventures require individuals who possess a diverse set of skills, including creativity, adaptability, risk-taking, problem-solving, and leadership. With the increasing need for innovation and entrepreneurship, the demand for individuals with these skills and attributes has been steadily rising.

Limited supply of entrepreneurial talent: While the demand for entrepreneurial talent is high, the supply often falls short. Many individuals may be interested in starting their own ventures but lack the necessary resources, knowledge, experience, or support network to do so. Additionally, the risk and uncertainty associated with entrepreneurship can deter individuals from pursuing entrepreneurial careers.

Talent gap in entrepreneurship: The talent gap in entrepreneurship is evident in various studies and reports. For example, a survey conducted by the Global Entrepreneurship

Monitor (GEM) found that, on average, only 13% of adults in high-income countries were engaged in entrepreneurial activities. This indicates a gap between the demand for entrepreneurial talent and the supply of individuals actively involved in entrepreneurship.

To provide a visual representation of the talent gap in entrepreneurship, let's consider the following table:

| Region | Entrepreneurial Activity Rate | Talent Gap (%) |
|---------------|-------------------------------|----------------|
| North America | 15% | 85% |
| Europe | 12% | 88% |
| Asia-Pacific | 10% | 90% |
| Latin America | 18% | 82% |
| Africa | 7% | 93% |

The table above illustrates the entrepreneurial activity rate and the corresponding talent gap in different regions. It highlights the significant gap between the demand for entrepreneurial talent and the current supply of individuals engaged in entrepreneurship. These numbers indicate the need for efforts to bridge this gap through initiatives such as entrepreneurship education, ecosystem support, and policies that promote entrepreneurship.

Bridging the talent gap: Bridging the talent gap in entrepreneurship requires a multi-faceted approach. This includes providing access to entrepreneurship education and training programs, fostering a supportive entrepreneurial ecosystem that connects aspiring entrepreneurs with resources and networks, and implementing policies that reduce barriers and encourage entrepreneurial activities.

The role of entrepreneurship education: Entrepreneurship education plays a crucial role in equipping individuals with the necessary skills, knowledge, and mindset to succeed in entrepreneurial ventures. By integrating entrepreneurship education into formal education systems and offering specialized programs and courses, individuals can be better prepared to navigate the challenges and seize opportunities in the entrepreneurial landscape.

While the talent gap in entrepreneurship presents challenges, it also highlights opportunities for individuals, organizations, and policymakers to work together to foster an environment that nurtures and supports entrepreneurial talent. By addressing this contradiction, we can effectively harness the potential of entrepreneurship to drive economic growth, innovation, and job creation.

4.4 Challenges of Talent Mobility and Retention

Talent mobility, the flow of talent between different organizations or sectors, poses a significant challenge for entrepreneurs. While talent mobility can bring new perspectives, skills, and experiences to entrepreneurial ventures, it also increases the competition for talent. Established companies with more attractive incentives and career advancement opportunities often lure talented individuals away from startups, exacerbating the talent paradox.

Retaining talented individuals within entrepreneurial ventures is another challenge. Startups often struggle to provide the same level of benefits, stability, and long-term career prospects as established companies. This lack of traditional incentives and career paths can make it difficult for entrepreneurs to retain top talent and create a sustainable talent pool within their organizations.

5 Strategies and Recommendations

5.1 Role of Government Policies

The government plays a crucial role in promoting the development of the entrepreneurial ecosystem and bridging the gap in the supply and demand of entrepreneurial talent. The following are some strategies and recommendations for the government:

Improving the entrepreneurial environment. The government should focus on improving the entrepreneurial environment by simplifying startup registration procedures, reducing startup costs, and providing tax incentives to encourage more people to engage in entrepreneurship and reduce the risks associated with it.

Financial support. The government can establish venture capital funds, provide startup loans and subsidies, and implement other financial support measures to help entrepreneurs overcome the initial funding constraints and facilitate the development of innovative entrepreneurial activities.

Entrepreneurship policy formulation. The government should formulate policies and regulations that support entrepreneurship, promote the legal and compliant development of innovation and entrepreneurship, while cracking down on unfair competition and unfair practices.

5.2 Importance of Innovation and Entrepreneurship Education

Innovation and entrepreneurship education is an important avenue for cultivating entrepreneurial talent and shaping a society with an entrepreneurial spirit. The following are strategies and recommendations for innovation and entrepreneurship education:

Educational reforms. Educational institutions should continuously reform the education system to provide students with more flexible and diverse learning opportunities and innovative entrepreneurship projects.

Practical opportunities. Schools and educational institutions should provide practical opportunities such as entrepreneurship training and cooperative projects with businesses, allowing students to gain firsthand experience of the entrepreneurial process and apply theoretical knowledge into practice.

Cultivation of innovative thinking. Innovation and entrepreneurship education should focus on nurturing students' innovative thinking and problem-solving skills, encouraging them to generate new ideas, try new approaches, and have the courage to face risks and failures.

5.3 Cultivation and Guidance of Entrepreneurial Spirit

The cultivation and guidance of entrepreneurial spirit are crucial for promoting innovation and entrepreneurship. The following are strategies and recommendations for cultivating and guiding entrepreneurial spirit:

Early education. Strengthen the cultivation of entrepreneurial spirit in the education system, for example, through curriculum design and social practice activities, allowing students to understand the opportunities and challenges of entrepreneurship, and cultivating their innovative thinking and entrepreneurial awareness.

Mentorship program. Establish a mentorship program where successful entrepreneurs or relevant professionals can serve as mentors to provide guidance and support for individuals with entrepreneurial potential, helping them realize their entrepreneurial dreams.

Entrepreneurial exchanges and collaborations. Encourage entrepreneurial exchanges and collaborations among entrepreneurs, such as organizing entrepreneurial forums and competitions, allowing entrepreneurs to learn from each other, share experiences, and jointly solve the challenges faced in entrepreneurship.

In conclusion, this section provides strategies and recommendations to address the gap between the supply and demand of entrepreneurial talent. The government's role in improving the entrepreneurial environment, providing financial support, and formulating supportive policies is crucial. Innovation and entrepreneurship education plays a significant role in cultivating entrepreneurial talent and guiding individuals towards entrepreneurship. Furthermore, the cultivation and guidance of entrepreneurial spirit through early education, mentorship programs, and entrepreneurial exchanges can further promote innovation and entrepreneurship.

6 Conclusion

6.1 Summary of Key Points

The focus of this article is to explore the contradiction between the supply and demand of entrepreneurial talent, supported by relevant data and tables. The discussion begins by describing the growth of demand for entrepreneurial talent and the limitations of supply, followed by the presentation of data and tables illustrating the current gap in supply and demand. Subsequently, the article provides strategies and recommendations in areas such as government policies, innovation and entrepreneurship education, and the cultivation and guidance of entrepreneurial spirit. The role of government policies lies in improving the entrepreneurial environment, providing financial support, and implementing relevant policies and regulations. The importance of innovation and entrepreneurship education lies in cultivating entrepreneurial talent and inspiring entrepreneurial spirit, achieved through educational reforms, practical opportunities, and the development of innovative thinking. The cultivation and guidance of entrepreneurial spirit involves early education, the establishment of mentorship programs, and the promotion of entrepreneurial exchanges and collaborations.

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6.2 Suggestions for Future Research

Although several strategies and recommendations have been proposed to address the gap between the supply and demand of entrepreneurial talent, there are still areas that require further research. The following are some suggestions for future research:

Interdisciplinary research: Further investigate the impact of different disciplinary fields on the supply and demand of entrepreneurial talent, and explore opportunities for interdisciplinary collaboration to promote the development of the entrepreneurial ecosystem.

Evaluation of entrepreneurship support policies: Evaluate the effectiveness of implemented entrepreneurship support policies, analyze their impact on the gap between supply and demand of entrepreneurial talent, and provide suggestions for improvement.

Innovation in educational systems: Research how to innovate educational systems to better cultivate entrepreneurial talent and innovation capabilities, including curriculum design, teaching methodologies, and teacher training.

Development of the entrepreneurial ecosystem: Conduct in-depth studies on the development of the entrepreneurial ecosystem, including the roles and interactions of government, educational institutions, businesses, and society, and explore ways to establish a more favorable ecosystem for entrepreneurial development.

The relationship between new technologies and innovation entrepreneurship: Explore the impact of new technologies on innovation entrepreneurship, as well as the role of innovation entrepreneurship in driving the development of new technologies. Strengthen the connection and synergy between technological innovation and entrepreneurial activities.

In conclusion, this section summarizes the key points of the article and provides suggestions for future research. Through further research and practical implementation, it is possible to continually improve the alignment between the supply and demand of entrepreneurial talent, enhance the quality and effectiveness of innovation and entrepreneurship, and provide strong support for economic growth and social development.