Table 1: Results from mediation analysis for a simple mediation model, using the robust bootstrap test ROBMED.

Total Effect	Estimate	Std. Error	z Statistic	p Value
$X \to Y(c')$	-0.043	0.187	-0.230	0.818

Direct Effect	Estimate	Std. Error	z Statistic	p Value
$X \to M(a)$	0.321	0.107	2.996	0.003
$M \to Y(b)$	-0.337	0.178	-1.896	0.058
$X \to Y(c)$	0.064	0.186	0.344	0.731

Indirect Effect	Estimate	95% Confidence Interval
$X \to M \to Y(ab)$	-0.107	$(-0.294, -0.009)$

Note. Independent variable: ValueDiversity (X), hypothesized mediator: TaskConflict (M), dependent variable: TeamCommitment (Y). Sample size = 89. Number of bootstrap samples = 5,000.

Table 2: Results from mediation analysis for a serial multiple mediator model, using the robust bootstrap test ROBMED.

Total Effect	Estimate	Std. Error	z Statistic	p Value
$X \to Y(c')$	-0.043	3.288	-0.013	0.990

Direct Effect	Estimate	Std. Error	z Statistic	p Value
$X \to M1(a1)$	0.321	0.107	2.994	0.003
$X \to M2(a2)$	0.063	0.187	0.338	0.736
$M1 \to M2(d21)$	-0.337	0.178	-1.898	0.058
$M1 \to Y(b1)$	0.188	2.791	0.067	0.946
$M2 \to Y(b2)$	9.500	4.591	2.069	0.039
$X \to Y(c)$	0.419	3.061	0.137	0.891

Indirect Effect	Estimate	95% Confidence Interval
$X \to \ldots \to Y(\text{total})$	-0.462	$(-6.859, 2.876)$
$X \to M1 \to Y(a1b1)$	0.073	$(-1.668, 2.246)$
$X \to M2 \to Y(a2b2)$	0.452	$(-3.130, 5.131)$
$X \to M1 \to M2 \to Y(a1d21b2)$	-0.986	$(-3.909, -0.068)$

Note. Independent variable: ValueDiversity (X); hypothesized mediators: TaskConflict (M1), TeamCommitment (M2); dependent variable: TeamScore (Y). Sample size = 89. Number of bootstrap samples = 5,000.