

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 |
|-------------------------------------|----------|-------------------------|-------------|---------|
| $X \rightarrow Y(c')$ | -0.049 | 0.187 | -0.265 | 0.791 |
| Direct Effects | Estimate | Std. Error | z Statistic | p Value |
| $X \rightarrow M(a)$ | 0.321 | 0.105 | 3.056 | 0.002 |
| $M \rightarrow Y(b)$ | -0.339 | 0.180 | -1.886 | 0.059 |
| $X \rightarrow Y(c)$ | 0.059 | 0.188 | 0.313 | 0.754 |
| Indirect Effect | Estimate | 95% Confidence Interval | | |
| $X \rightarrow M \rightarrow Y(ab)$ | -0.108 | (-0.294, -0.010) | | |

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