

Table 1: Results from mediation analysis for a simple mediation model.

Total Effect	Estimate	Std. Error	z Statistic	p Value
$X \rightarrow Y(c')$	-0.043	0.187	-0.230	0.818
Direct Effects	Estimate	Std. Error	z Statistic	p Value
$X \rightarrow M(a)$	0.321	0.107	2.996	0.003
$M \rightarrow Y(b)$	-0.337	0.178	-1.896	0.058
$X \rightarrow Y(c)$	0.064	0.186	0.344	0.731
Indirect Effect	Estimate	95% Confidence Interval		
$X \rightarrow M \rightarrow Y(ab)$	-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.