| Total Effect | Estimate | Std. Error | *z* Statistic | *p* Value |
| --- | --- | --- | --- | --- |
| X→Y (c') | −0,043 | 0,187 | −0,230 | 0,818 |
| Direct Effect | Estimate | Std. Error | *z* Statistic | *p* Value |
| X→M (a) | 0,321 | 0,107 | 2,996 | 0,003 |
| M→Y (b) | −0,337 | 0,178 | −1,896 | 0,058 |
| X→Y (c) | 0,064 | 0,186 | 0,344 | 0,731 |
| Indirect Effect | Estimate | 95% Confidence Interval | | |
| X→M→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 = 5000. | | | | |