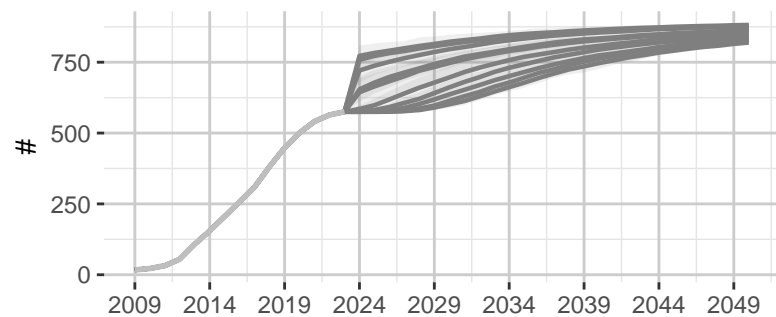
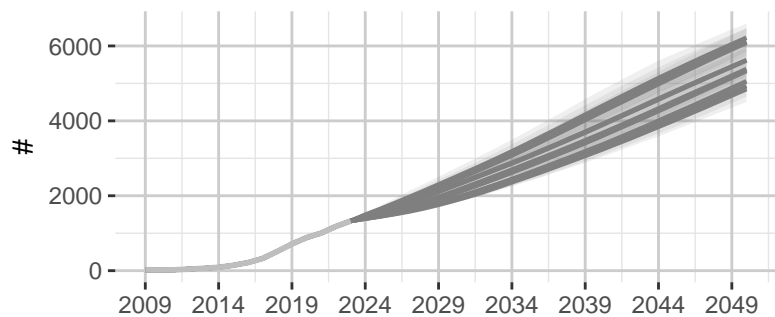


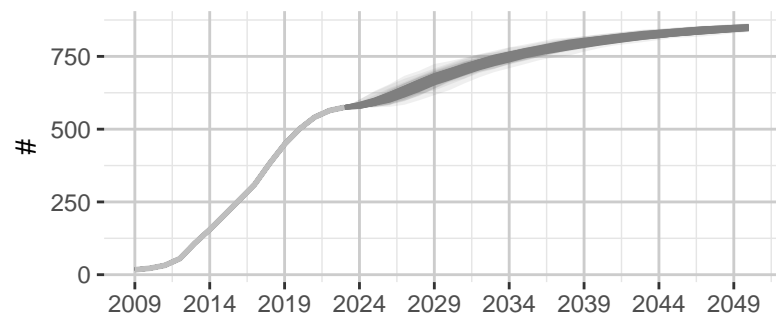
ECs – Willingness to initiate



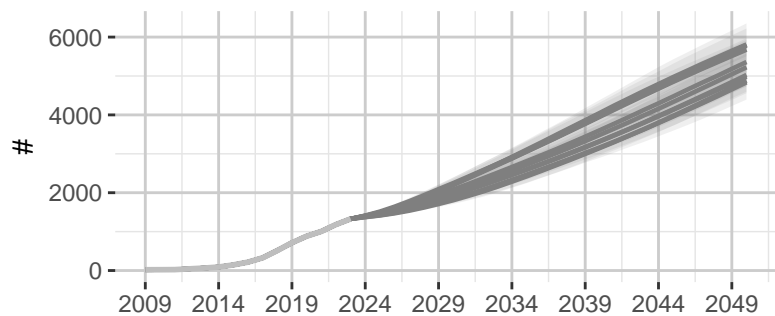
Projects – Willingness to initiate



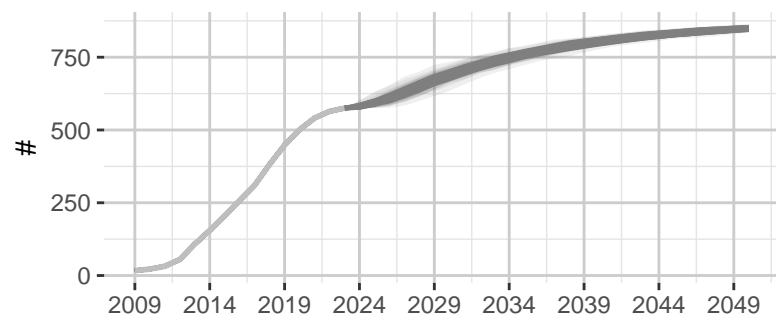
ECs – Professional capacity



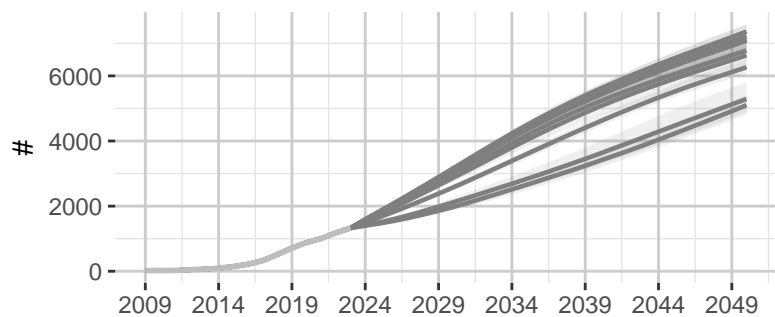
Projects – Willingness to invest



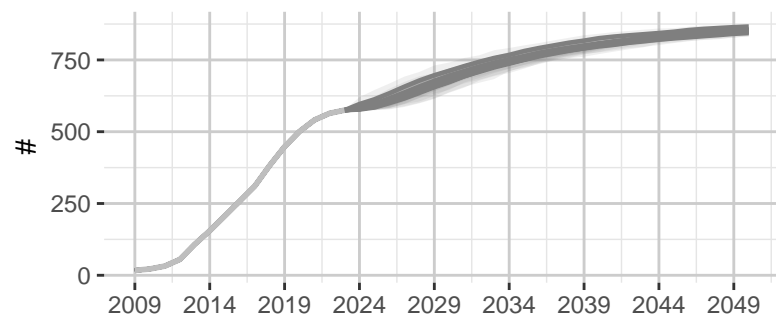
ECs – Individual learning rate



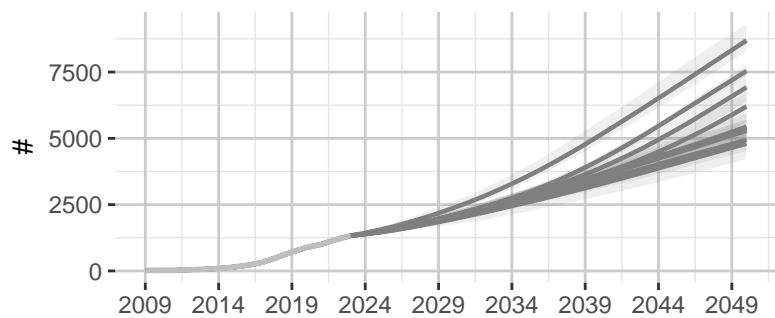
Projects – Individual learning rate



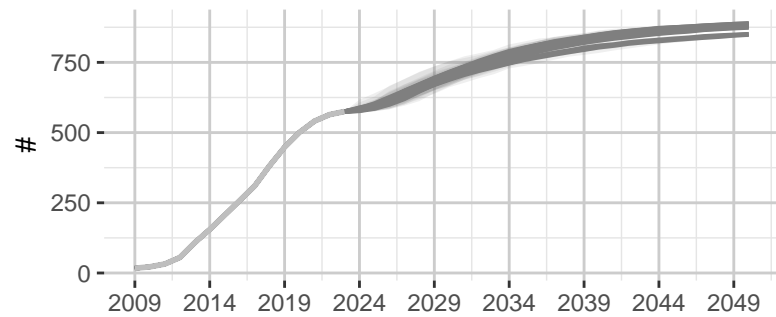
ECs – Professional capacity



Projects – Professional capacity



ECs – Collective learning rate



Projects – Collective learning rate

