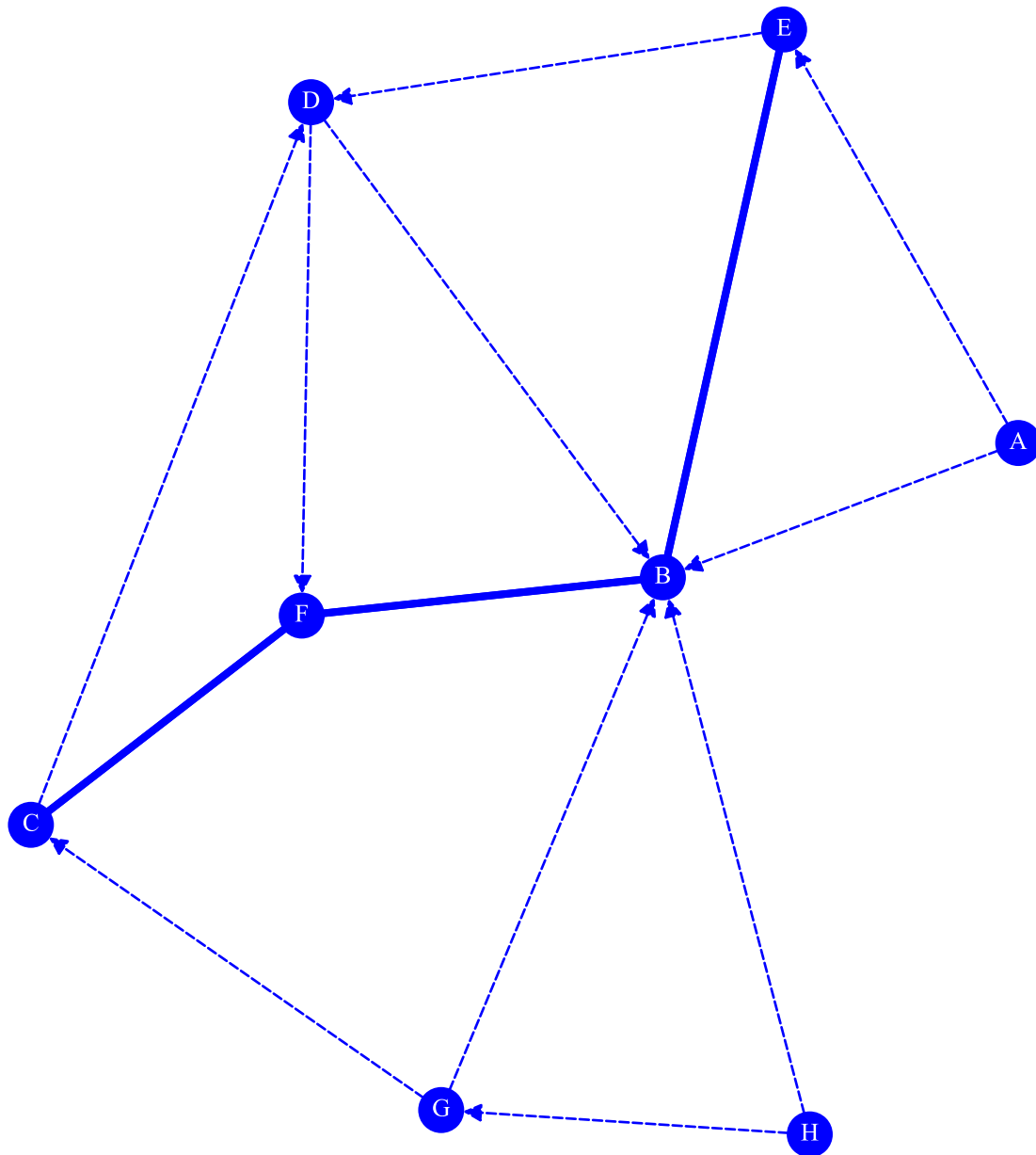


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A. Who would you like in your ideal work group?

NN 8, NE 16, ND 29%, NC 52%, NT 44%, NR 38%



NN Nodes **NE** Edges **ND** Density **NC** Centralization **NT** Transitivity **NR** Reciprocity

Authors: Dr. Pierpaolo CALANNA, PhD, Dr. Gaetano BUONAIUTO (2021-2025), **License of use:** the layout of this report, the customization of charts, as well as the selection of quantitative indices, are subject to copyright.

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A. Who would you like in your ideal work group?

| ID | CHOICES | IC | PR | BT | CL | HU | ND |
|----|---------|------|------|------|------|------|----|
| A | B, E | 0.00 | 0.02 | 0.00 | 0.00 | 0.14 | ← |
| B | E, F | 0.86 | 0.27 | 0.24 | 0.88 | 0.06 | |
| C | D, F | 0.29 | 0.14 | 0.07 | 0.50 | 0.06 | |
| D | B, F | 0.29 | 0.14 | 0.05 | 0.54 | 0.15 | |
| E | B, D | 0.29 | 0.14 | 0.06 | 0.54 | 0.14 | |
| F | B, C | 0.43 | 0.25 | 0.12 | 0.64 | 0.15 | |
| G | B, C | 0.14 | 0.03 | 0.04 | 0.14 | 0.15 | |
| H | B, G | 0.00 | 0.02 | 0.00 | 0.00 | 0.13 | ← |

IC In-Degree PR PageRank BT Betweenness CL Closeness HU Hub ND No In-Degree (←) No Out-Degree (→) No In or Out-Degree (↔)

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A. Who would you like in your ideal work group?

| ID | CHOICES | IC | PR | BT | CL | HU | ND |
|----|---------|----|----|----|----|----|----|
| A | B, E | 5 | 7 | 7 | 6 | 3 | ← |
| B | E, F | 1 | 1 | 1 | 1 | 5 | |
| C | D, F | 3 | 5 | 3 | 4 | 5 | |
| D | B, F | 3 | 4 | 5 | 3 | 2 | |
| E | B, D | 3 | 3 | 4 | 3 | 3 | |
| F | B, C | 2 | 2 | 2 | 2 | 1 | |
| G | B, C | 4 | 6 | 6 | 5 | 1 | |
| H | B, G | 5 | 7 | 7 | 6 | 4 | ← |

IC In-Degree PR PageRank BT Betweenness CL Closeness HU Hub ND No In-Degree (←) No Out-Degree (→) No In or Out-Degree (↔) Very low Low High Very high

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A. Who would you like in your ideal work group?

| RANK | IC | RANK | PR | RANK | BT | RANK | CL | RANK | HU |
|------|----|------|----|------|----|------|----|------|----|
| 1 | B | 1 | B | 1 | B | 1 | B | 1 | F |
| 2 | F | 2 | F | 2 | F | 2 | F | 1 | G |
| 3 | C | 3 | E | 3 | C | 3 | D | 2 | D |
| 3 | D | 4 | D | 4 | E | 3 | E | 3 | A |
| 3 | E | 5 | C | 5 | D | 4 | C | 3 | E |
| 4 | G | 6 | G | 6 | G | 5 | G | 4 | H |
| 5 | A | 7 | A | 7 | A | 6 | A | 5 | B |
| 5 | H | 7 | H | 7 | H | 6 | H | 5 | C |

IC In-Degree PR PageRank BT Betweenness CL Closeness HU Hub

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A. Who would you like in your ideal work group?

Non reciprocal edges

$X \rightarrow Y$ in network A · not $Y \rightarrow X$ in network A

- A · B
- A · E
- C · D
- D · B
- D · F
- E · D
- G · B
- G · C
- H · B
- H · G

Reciprocal edges

$X \rightarrow Y$ in network A · $Y \rightarrow X$ in network A

- B · E
- B · F
- C · F

Half symmetrical edges

$X \rightarrow Y$ in network A · $X \rightarrow Y$ in network B

- B · F

Reversed half symmetrical edges

$X \rightarrow Y$ in network A · $Y \rightarrow X$ in network B

- D · F
- E · D
- F · B
- G · B

Full symmetrical edges

$X \rightarrow Y, Y \rightarrow X$ in network A · $X \rightarrow Y, Y \rightarrow X$ in network B

No edge of this type

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A. Who would you like in your ideal work group?

Cliques

Each node can reach every other node: a) without intermediaries; b) ignoring the direction of connections

3

C · D · F

A · B · E

B · G · H

B · D · E

B · D · F

Strongly Connected Groups

Each node can reach every other node: a) with or without intermediaries; b) following the direction of connections

5

B · C · D · E · F

Weakly Connected Groups

Each node can reach every other node: a) with or without intermediaries; b) ignoring the direction of connections

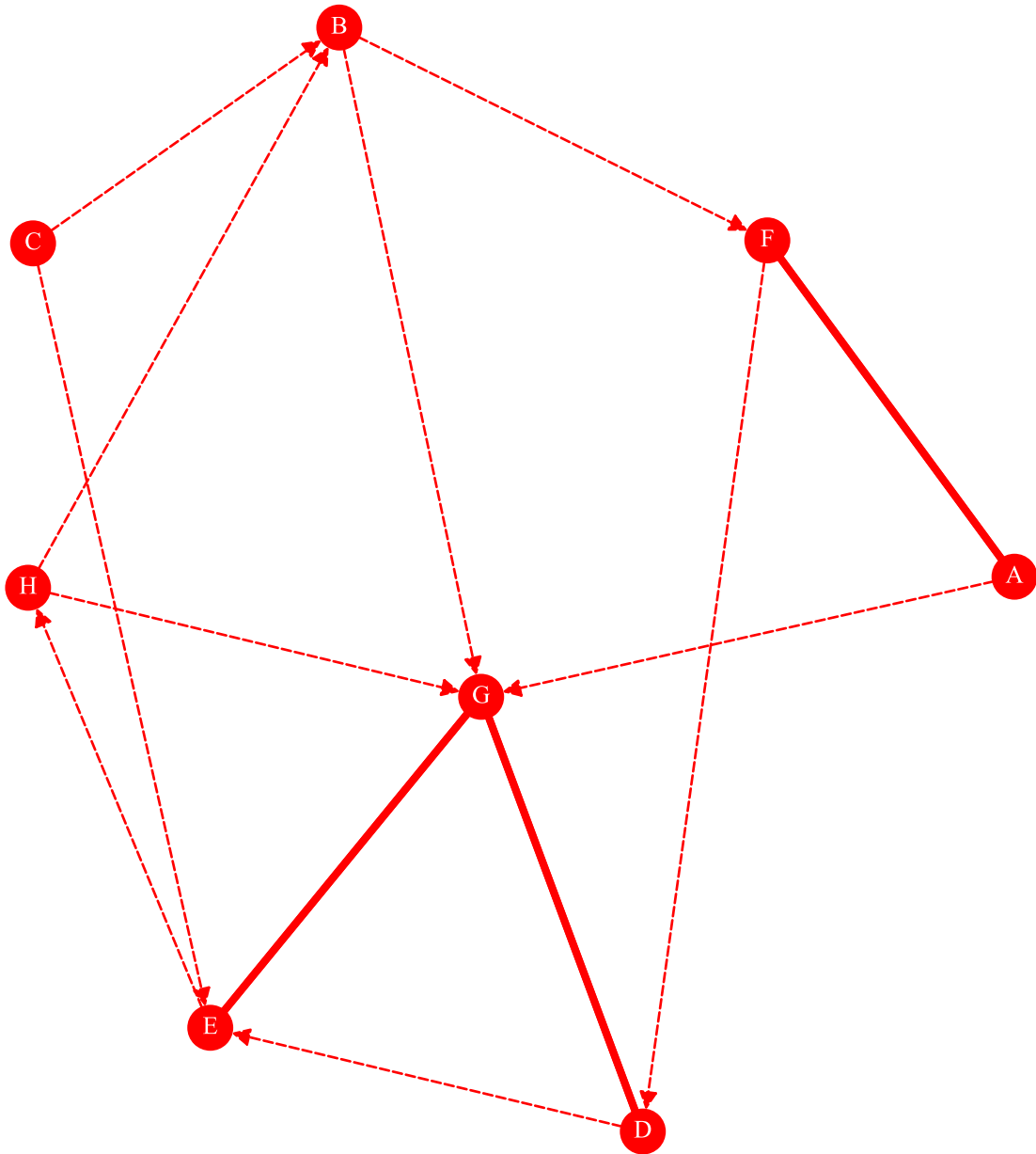
8

A · B · C · D · E · F · G · H

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B. Who would you not want in your ideal work group?

NN 8, NE 16, ND 29%, NC 33%, NT 31%, NR 38%



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B. Who would you not want in your ideal work group?

| ID | CHOICES | IC | PR | BT | CL | HU | ND |
|----|---------|------|------|------|------|------|----|
| A | F, G | 0.14 | 0.05 | 0.01 | 0.30 | 0.18 | |
| B | F, G | 0.29 | 0.07 | 0.27 | 0.39 | 0.18 | |
| C | B, E | 0.00 | 0.02 | 0.00 | 0.00 | 0.08 | ← |
| D | E, G | 0.29 | 0.17 | 0.08 | 0.54 | 0.17 | |
| E | G, H | 0.43 | 0.22 | 0.35 | 0.64 | 0.15 | |
| F | A, D | 0.29 | 0.07 | 0.17 | 0.41 | 0.01 | |
| G | D, E | 0.71 | 0.28 | 0.23 | 0.78 | 0.06 | |
| H | B, G | 0.14 | 0.11 | 0.26 | 0.44 | 0.16 | |

IC In-Degree PR PageRank BT Betweenness CL Closenness HU Hub ND No In-Degree (←) No Out-Degree (→) No In or Out-Degree (↔)

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B. Who would you not want in your ideal work group?

| ID | CHOICES | IC | PR | BT | CL | HU | ND |
|----|---------|----|----|----|----|----|----|
| A | F, G | 4 | 7 | 7 | 7 | 1 | |
| B | F, G | 3 | 5 | 2 | 6 | 1 | |
| C | B, E | 5 | 8 | 8 | 8 | 5 | ← |
| D | E, G | 3 | 3 | 6 | 3 | 2 | |
| E | G, H | 2 | 2 | 1 | 2 | 4 | |
| F | A, D | 3 | 6 | 5 | 5 | 7 | |
| G | D, E | 1 | 1 | 4 | 1 | 6 | |
| H | B, G | 4 | 4 | 3 | 4 | 3 | |

IC In-Degree PR PageRank BT Betweenness CL Closeness HU Hub ND No In-Degree (←) No Out-Degree (→) No In or Out-Degree (↔) Very low Low High Very high

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B. Who would you not want in your ideal work group?

| RANK | IC | RANK | PR | RANK | BT | RANK | CL | RANK | HU |
|------|----|------|----|------|----|------|----|------|----|
| 1 | G | 1 | G | 1 | E | 1 | G | 1 | A |
| 2 | E | 2 | E | 2 | B | 2 | E | 1 | B |
| 3 | B | 3 | D | 3 | H | 3 | D | 2 | D |
| 3 | D | 4 | H | 4 | G | 4 | H | 3 | H |
| 3 | F | 5 | B | 5 | F | 5 | F | 4 | E |
| 4 | A | 6 | F | 6 | D | 6 | B | 5 | C |
| 4 | H | 7 | A | 7 | A | 7 | A | 6 | G |
| 5 | C | 8 | C | 8 | C | 8 | C | 7 | F |

IC In-Degree PR PageRank BT Betweenness CL Closenness HU Hub

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B. Who would you not want in your ideal work group?

Non reciprocal edges

$X \rightarrow Y$ in network B · not $Y \rightarrow X$ in network B

- A · G
- B · F
- B · G
- C · B
- C · E
- D · E
- E · H
- F · D
- H · B
- H · G

Reciprocal edges

$X \rightarrow Y$ in network B · $Y \rightarrow X$ in network B

- A · F
- D · G
- E · G

Half symmetrical edges

$X \rightarrow Y$ in network B · $X \rightarrow Y$ in network A

- B · F

Reversed half symmetrical edges

$X \rightarrow Y$ in network B · $Y \rightarrow X$ in network A

- B · F
- B · G
- D · E
- F · D

Full symmetrical edges

$X \rightarrow Y, Y \rightarrow X$ in network B · $X \rightarrow Y, Y \rightarrow X$ in network A

No edge of this type

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B. Who would you not want in your ideal work group?

Cliques

Each node can reach every other node: a) without intermediaries; b) ignoring the direction of connections

3

D · E · G

E · G · H

B · G · H

Strongly Connected Groups

Each node can reach every other node: a) with or without intermediaries; b) following the direction of connections

7

A · B · D · E · F · G · H

Weakly Connected Groups

Each node can reach every other node: a) with or without intermediaries; b) ignoring the direction of connections

8

A · B · C · D · E · F · G · H

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DEMO | GROUP 4

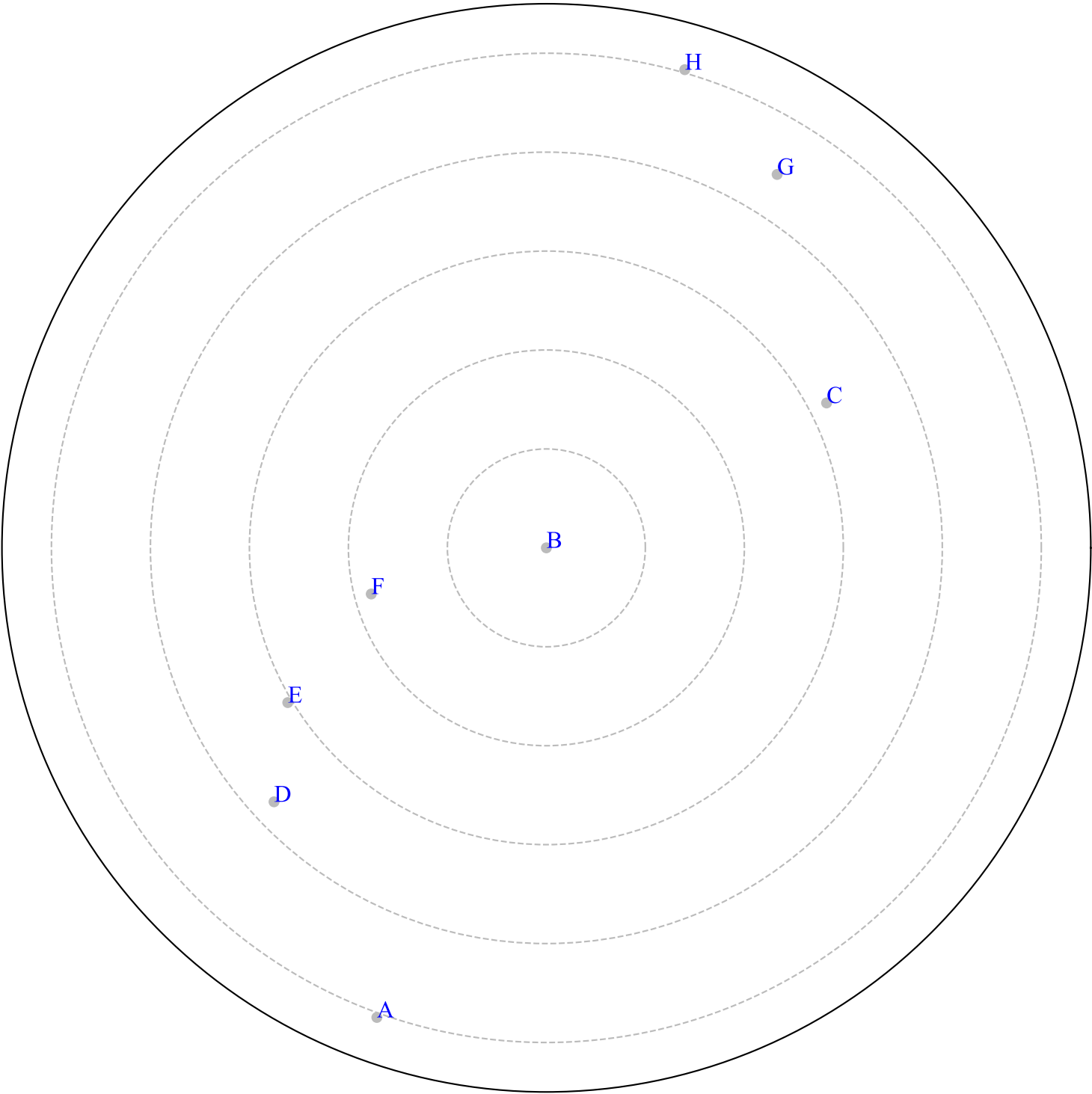
SOCIOGRAM

| ID | RP | RR | GP | GR | MP | MR | BL | OR | IM | AI | II | ST |
|----|----|----|----|----|----|----|----|----|----|----|----|------------|
| A | 0 | 1 | 2 | 2 | 0 | 1 | -1 | 0 | 1 | -1 | 0 | marginal |
| B | 6 | 2 | 2 | 2 | 2 | 0 | 4 | 0 | 8 | 4 | 8 | - |
| C | 2 | 0 | 2 | 2 | 1 | 0 | 2 | 0 | 2 | 2 | 3 | marginal |
| D | 2 | 2 | 2 | 2 | 0 | 1 | 0 | 0 | 4 | 0 | 2 | - |
| E | 2 | 3 | 2 | 2 | 1 | 1 | -1 | 0 | 5 | -1 | 3 | ambivalent |
| F | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 0 | 5 | 1 | 5 | ambivalent |
| G | 1 | 5 | 2 | 2 | 0 | 2 | -4 | 0 | 6 | -4 | 1 | - |
| H | 0 | 1 | 2 | 2 | 0 | 0 | -1 | 0 | 1 | -1 | 0 | marginal |

RP Received preferences RR Received rejections GP Given preferences GR Given rejections MP Mutual preferences MR Mutual rejections BL Balance OR Orientation IM Impact AI Affiliation index II Influence index ST Sociometric status Very low Low High Very high

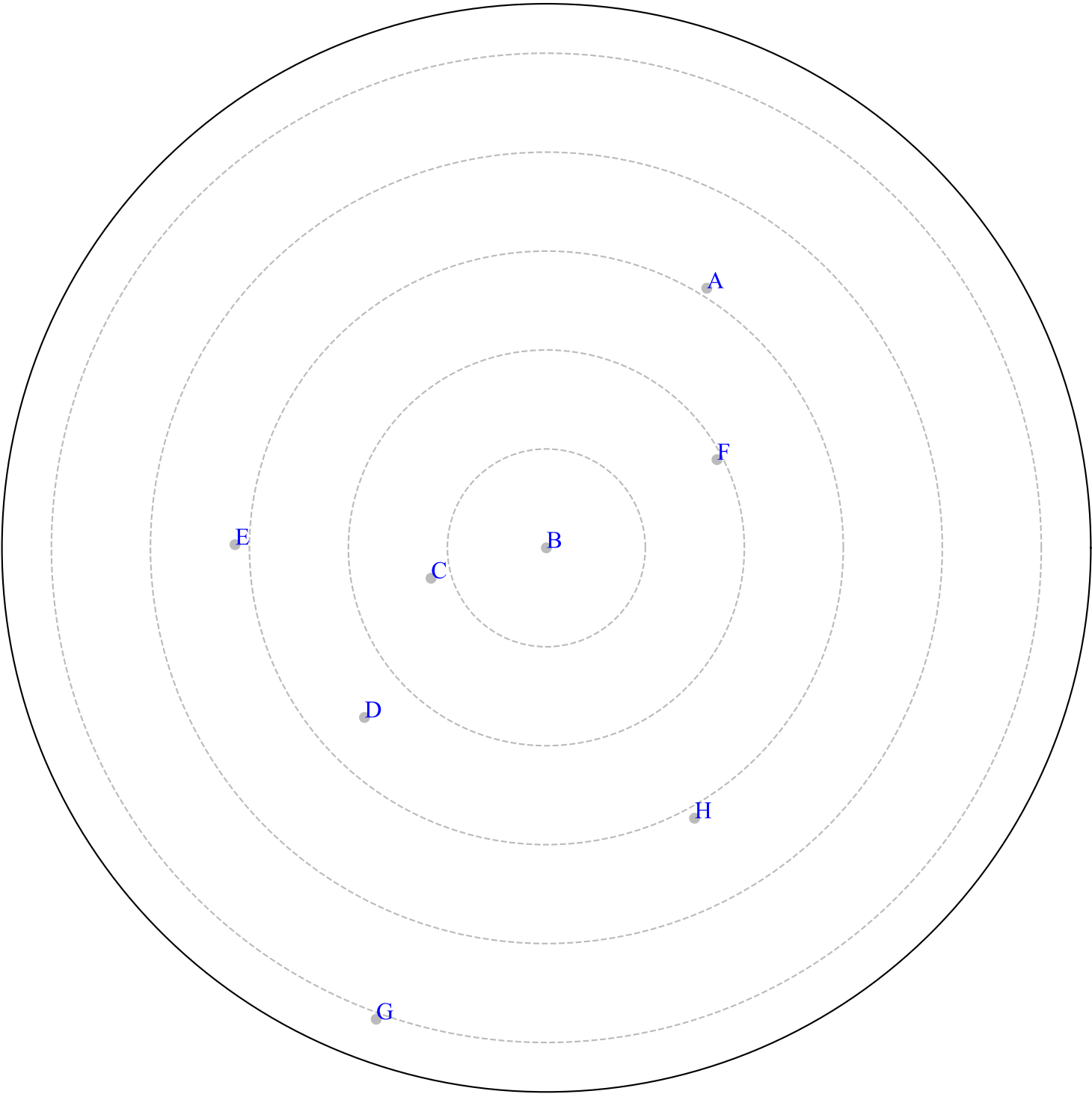
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Influence index



This report is designed as a support tool to facilitate decision-making and does not replace the professional judgment of industry experts. Interpretations drawn from the report should be integrated with other information related to the specific evaluation context.

Affiliation index



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DEMO | GROUP 4

SOCIOGRAM NODES ORDERED BY RANKS

| RANK | RP | RANK | RR | RANK | GP | RANK | GR | RANK | BL | RANK | IM | RANK | AI | RANK | II |
|------|----|------|----|------|----|------|----|------|----|------|----|------|----|------|----|
| 1 | B | 1 | G | 1 | A | 1 | A | 1 | B | 1 | B | 1 | B | 1 | B |
| 2 | F | 2 | E | 1 | B | 1 | B | 2 | C | 2 | G | 2 | C | 2 | F |
| 3 | C | 3 | B | 1 | C | 1 | C | 3 | F | 3 | E | 3 | F | 3 | C |
| 3 | D | 3 | D | 1 | D | 1 | D | 4 | D | 3 | F | 4 | D | 3 | E |
| 3 | E | 3 | F | 1 | E | 1 | E | 5 | A | 4 | D | 5 | A | 4 | D |
| 4 | G | 4 | A | 1 | F | 1 | F | 5 | E | 5 | C | 5 | E | 5 | G |
| 5 | A | 4 | H | 1 | G | 1 | G | 5 | H | 6 | A | 5 | H | 6 | A |
| 5 | H | 5 | C | 1 | H | 1 | H | 6 | G | 6 | H | 6 | G | 6 | H |

RP Received preferences RR Received rejections GP Given preferences GR Given rejections BL Balance IM Impact AI Affiliation index II Influence index

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DEMO | GROUP 4

SOCIOGRAM STATISTICS

Type I cohesion index : 37.50% Type II cohesion index : 0.38
Type I conflict index : 37.50% Type II conflict index : 0.38

| ID | Count | Sum | Median | IQR | Mean | SD | Min | P25 | P50 | P75 | Max |
|----------------------|-------|------|--------|-----|------|------|-----|-----|-----|-----|-----|
| Received preferences | 8.0 | 16.0 | 2 | 1 | 2.00 | 1.93 | 0 | 0 | 2 | 2 | 6 |
| Received rejections | 8.0 | 16.0 | 2 | 1 | 2.00 | 1.51 | 0 | 1 | 2 | 2 | 5 |
| Given Preferences | 8.0 | 16.0 | 2 | 0 | 2.00 | 0.00 | 2 | 2 | 2 | 2 | 2 |
| Given rejections | 8.0 | 16.0 | 2 | 0 | 2.00 | 0.00 | 2 | 2 | 2 | 2 | 2 |
| Mutual preferences | 8.0 | 6.0 | 0 | 1 | 0.75 | 0.89 | 0 | 0 | 0 | 1 | 2 |
| Mutual rejections | 8.0 | 6.0 | 1 | 1 | 0.75 | 0.71 | 0 | 0 | 1 | 1 | 2 |
| Balance | 8.0 | 0.0 | 0 | 2 | 0.00 | 2.39 | -4 | -1 | 0 | 1 | 4 |
| Orientation | 8.0 | 0.0 | 0 | 0 | 0.00 | 0.00 | 0 | 0 | 0 | 0 | 0 |
| Impact | 8.0 | 32.0 | 4 | 3 | 4.00 | 2.51 | 1 | 1 | 4 | 5 | 8 |
| Affiliation index | 8.0 | 0.0 | 0 | 2 | 0.00 | 2.39 | -4 | -1 | 0 | 1 | 4 |
| Influence index | 8.0 | 22.0 | 2 | 2 | 2.75 | 2.71 | 0 | 0 | 2 | 3 | 8 |

IQR Interquartile range SD Standard Deviation Min Minimum value P25 25° percentile P50 50° percentile P75 75° percentile Max Maximum value