Year 2010 Collaboration interlocking Collaboration interlocking 500 0.002 0 0.001 -5000.000 500 1000 -500 Ó 500 0 Seniority Seniority 0.025 0.020 30 0.015 0 0.010 -30 0.005 0.000 -60 Trace plot Density 500 1000 -30Ó 30 -60 Spatial proximity Spatial proximity 8000 0.00015 4000 0.00010 0 0.00005 -4000 0.00000 -4000 500 1000 Ò 4000 8000 0 Team persistence Team persistence 400 0.005 0.004 200 0.003 0.002 0 0.001 0.000 -200-2⁰⁰ 200 400 1000 Ó 0 500 Iteration value