Year 2004 Collaboration interlocking Collaboration interlocking 0.0020 0.0015 500 0.0010 0 0.0005 -500 0.0000 500 1000 **-5**00 500 0 Seniority Seniority 60 0.02 30 0 0.01 -30 0.00 Trace plot Density 60 1000 -30Ò 500 30 Spatial proximity Spatial proximity 10000 0.00015 5000 0.00010 0 0.00005 -5000 0.00000 -5000 500 1000 Ó 5000 10000 0 Team persistence Team persistence 0.004 400 0.003 200 0.002 0 0.001 -200 0.000 **-200** 200 400 500 1000 Ò 0 value Iteration