Year 2003 Collaboration interlocking Collaboration interlocking 0.0020 400 0.0015 0 0.0010 0.0005 -400 0.0000 **-4**00 500 1000 Ó 400 0 Seniority Seniority 0.020 30 0.015 0 0.010 -30 0.005 0.000 -60 Trace plot Density Ò 500 1000 -30-60 Ó 30 Spatial proximity Spatial proximity 0.00015 5000 0.00010 0 0.00005 -5000 0.00000 **-5**000 500 1000 Ó 5000 0 Team persistence Team persistence 0.004 200 0.003 0.002 0 0.001 -200 0.000 **-200** 200 500 1000 Ó value Iteration