Year 2007 Collaboration interlocking Collaboration interlocking 0.0020 500 0.0015 0.0010 0 0.0005 -500 0.0000 500 1000 **-500** Ó 500 Seniority Seniority 60 0.020 30 0.015 0 0.010 0.005 -30 0.000 Trace plot Density -301000 Ò 30 60 0 500 Spatial proximity Spatial proximity 0.00015 4000 0.00010 0 0.00005 -4000 0.00000 **-4000** 500 1000 Ò 4000 0 Team persistence Team persistence 400 0.004 200 0.003 0 0.002 0.001 -200 0.000 -2⁰0 200 400 500 Ò 0 1000 value Iteration