Year 2015 Collaboration interlocking Collaboration interlocking 1000 0.0010 500 0 0.0005 -500 0.0000 -1000 500 1000 -1000**-500** Ò 500 1000 0 Seniority Seniority 0.020 30 0.015 0 0.010 -30 0.005 -60 0.000 Density 1000 -60 -30500 Ó 30 Spatial proximity Spatial proximity 0.00015 4000 0.00010 0 0.00005 -4000 -8000 0.00000 500 1000 -8000 -4⁰00 Ó 4000 Team persistence Team persistence 500 0.003 250 0.002 0

