Year 2006 Collaboration interlocking Collaboration interlocking 0.0020 500 0.0015 0.0010 0 0.0005 -5000.0000 **-5**00 500 1000 Ò 500 Seniority Seniority 0.025 60 0.020 30 0.015 0 0.010 -30 0.005 -60 0.000 Trace plot Density 1000 -60 60 0 500 -30Ó 30 Spatial proximity Spatial proximity 8000 0.00015 4000 0.00010 0 0.00005 -4000 0.00000 -8000 Ó 500 1000 -4000 Ó 4000 8000 -8000Team persistence Team persistence 0.004 200 0.003 0.002 0 0.001 -200 0.000 500 1000 -200 Ó 200 0 Iteration value