Year 2005 Collaboration interlocking Collaboration interlocking 1000 0.0020 0.0015 500 0.0010 0 0.0005 -500 0.0000 -5⁰⁰ 1000 Ó 500 100 500 Seniority Seniority 0.025 40 0.020 0.015 0 0.010 -40 0.005 0.000 Trace plot Density Ò 500 1000 Ò 40 -40 Spatial proximity Spatial proximity 10000 0.00015 5000 0.00010 0 0.00005 -5000 0.00000 500 1000 **-5000** Ó 5000 10000 0 Team persistence Team persistence 0.004 400 0.003 200 0.002 0 0.001 -200 0.000 -2⁰0 400 500 Ó 200 0 1000 value Iteration