Year 2008 Collaboration interlocking Collaboration interlocking 0.0020 600 0.0015 300 0.0010 0 0.0005 -300 0.0000 -600 500 1000 -600 **-300** Ò 300 600 0 Seniority Seniority 60 0.025 0.020 30 0.015 0 0.010 -30 0.005 -60 0.000 Trace plot Density 500 1000 -3030 60 0 -60 Ó Spatial proximity Spatial proximity 0.00015 5000 0.00010 0 0.00005-5000 0.00000 **-5**000 Ò 500 1000 Ò 5000 Team persistence Team persistence 0.004 200 0.003 0.002 0 0.001 -200 0.000 **-200** 500 1000 Ò 200 0 value Iteration