Year 2009 Collaboration interlocking Collaboration interlocking 1000 0.0020 500 0.0015 0.0010 0 0.0005 -500 0.0000 500 1000 **-500** Ó 500 100 0 Seniority Seniority 50 0.020 25 0.015 0 0.010 -250.005 -50 0.000 Trace plot Density -<u>2</u>5 50 1000 25 0 500 -50 0 Spatial proximity Spatial proximity 0.00015 4000 0.00010 0 0.00005 -4000 0.00000 -8000 Ó 500 1000 -8000 -4<sup>0</sup>00 Ó 4000 Team persistence Team persistence 0.005 0.004 200 0.003 0.002 0 0.001 -200 0.000 1000 <u>–2</u>00 Ò 200 0 500 Iteration value