Figure 3: PCA Coefficients for Each Variable Internally Competitive (Conflict Inducer) Malevolent **Status Conscious** Self centred Bureaucratic (Procedural) Face saver Autocratic Humane oriented Modesty **PCA Coefficient** 0.6 Participative Variable 0.3 **Team Integrator** 0.0 Inspirational -0.3Autonomous **Administratively Competent** Integrity Visionary **Diplomatic** Decisive Collaborative Team Orientation Self sacrifice Performance Oriented 8CV **Principal Component Number** 

Note: Variables colored by cluster