PCA Coefficients for Each Variable **Participative** Internally Competitive (Conflict Inducer) -Team 2 Team Integrator Malevolent Charismatic 2 Inspirational Status Conscious -**PCA Coefficient Autonomous** Self centred -0.6 Administratively Competent Variable Bureaucratic (Procedural) -0.3 Integrity 0.0 Humane oriented -Charismatic 1 Visionary -0.3Face saver -Diplomatic Decisive Team 1 Collaborative Team Orientation Charismatic 3 Self sacrifice Modesty Autocratic Performance Oriented &C_V **Principal Component Number**

Note: Variables colored by cluster