TABLE 1: Summary of Data Provided

Data Type	Long Name	Shortened Name	Survey Questions	Coding Scale
Network Adjacency Matrix	**Work-related Communication** (US-based)	WCOM_US	How frequently do you communicate with each of the following team members for work-related purposes (e.g., face-to-face, or via telephone, email, and other electronic media)?	0=<u>less</u> frequently than the within-team average frequency 1=<u>more</u> frequently than the within-team average frequency
	Work-related Communication (China-based)	SCOM_China		
Node Attribute	**Knowledge Hiding**	knowledge_hiding	Please recall a typical episode in which a team member requested work-related knowledge from you. Please indicate the extent to which you agree or disagree with each of the following statements about how you responded to her/his request. **Evasive Hiding:** 1. I agreed to help her/him but never really intended to. 2. I agreed to help her/him but instead gave her/him information different from what s/he wanted. 3. I told her/him that I would help her/him out later but stalled as much as possible. 4. I offered her/him some other information instead of what s/he really wanted. **Playing Dumb:** 5. I pretended that I did not know the information. 6. I said that I did not know, even though I did. 7. I pretended I did not know what s/he was talking about. 8. I said that I was not very knowledgeable about the topic. **Rationalized Hiding:** 9. I explained that I would like to tell her/him, but was not supposed to. 10. I explained that the information is confidential and only available to people on a particular project. 11. I told her/him that my boss would not let anyone share this knowledge. 12. I said that I would not answer her/his questions.	1=Strongly Disagree 2=Disagree 3=Neutral 4=Agree 5=Strongly Agree
Node Attribute	**Tenure with Current Team**	tenure_current_team	1. How long have you been working in the current team?	1=0-1 Year 2=1-5 Years 3=5-10 Years 4=10-20 Years 5=20+ Years
Node Attribute	**Age**	age	What is your age?	Number entry
Node Attribute	**Gender**	gender_female	What is your gender?	0=Male 1=Female
Node Attribute	**Education**	education	What is your highest level of education?	1=High School Graduate or Less 2=Associate Degree 3=Bachelor's Degree 4=Master's Degree 5=Doctorate Degree