

Question	Factor	Equally Controllable	Percentage of Matching Answers	<i>p</i> -Value
1	Agency	No	85%	« 0.001
2	Autonomy (contributors)	No	52%	0.009
3	Autonomy (predecessors)	No	91%	« 0.001
4	Succeeded predecessors ratio	No	58%	0.001
5	Available inputs	No	91%	« 0.001
6	Agency	Yes	91%	« 0.001
7	Autonomy (contributors)	Yes	73%	« 0.001
8	Autonomy (predecessors)	Yes	55%	0.003
9	Succeeded predecessors ratio	Yes	70%	« 0.001
10	Available inputs	Yes	76%	« 0.001