Developing a scale to measure factors influencing skier's self-perceived group dynamics (FISSGD)

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1 Data Wrangling

For the interest of space, codes in this section will not be shown. Yet they are available in the .rmd file.

1.1 Read in the data

1.2 Combine 2022 and 2023 data

1.3 Reomove cases

1.3.1 Remove careless responses (according to attention trap)

Q10_2 and Q10_5, as well as Q19_1 and Q19_4 were same questions with different wordings. If the responses had conflictory results between them, they were regarded as careless responses.

1.3.2 Remove cases who did not consent

1.3.3 Remove cases with NA for if having a leader

1.4 Replace value of -99 with NA

1.5 Unify value labels

Values of some of the variables had been inconsistently labeled. They were unified here.

1.6 Relabel variables

Properly label the variables so that the interpretation can be better managed.

1.7 Replace "Don't know" with NAs

1.8 Create data sets

Four data sets were created. They are a. 18 item with leader; b. 6 item with leader; c. 17 item without leader; d. 5 item without leader; 3. background. The case identifier is "index" variable across data sets.

1.8.1 Create with-leader and without-leader data-sets

- 1.8.2 Remove cases with 50% NAs across major questions for each data sets
- 1.8.3 Create data set: 17 item without leader
- 1.8.4 Create data set: 5 item without leader
- 1.8.5 Create data set: 20 item with leader
- 1.8.6 Create data set: 6 item with leader

2 Descriptive statistics

Table 1: Descriptive statistics for with-leader group (long)

				Central	tendency		Dispers	sion ter	idency
	n	Question	n of NA	Mean	Median	$\overline{\mathrm{SD}}$	Min	Max	Q1~Q3
i_leader1	100	The leader (formal or informal) was the best suited person in the group to make the decisions.	1	4.1	4.0	1.0	1.0	6.0	4.0 ~ 5.0
$i_leader2$	100	The leader (formal or informal) communicated openly and clearly	1	4.3	4.0	0.8	1.0	6.0	4.0 ~ 5.0
i_leader3	100	Everyone could voice their concerns to the leader (formal or informal)	1	4.6	5.0	0.7	1.0	6.0	4.0 ~ 5.0
i_skill1	101	The least knowledgeable group member could conduct satisfactory avalanche assessments for this trip	0	3.2	4.0	1.3	1.0	6.0	2.0 ~ 4.0
i_skill2	101	There was no large gap in avalanche assessment skills between the group members	0	2.5	2.0	1.3	1.0	6.0	1.0 ~ 4.0
i_skill3	101	There was no important difference in skiing skill level between group members, given the terrain	0	2.9	3.0	1.4	1.0	6.0	$2.0 \sim 4.0$
i_skill4	101	All group members were equipped with standard avalanche safety equipment (beacon, shovel, probe) and trained in the use of it	0	4.3	5.0	1.1	1.0	6.0	4.0 ~ 5.0
i_orga1	101	The group members knew each other well	0	3.8	4.0	1.2	1.0	5.0	$3.0 \sim 5.0$
i_orga2	100	The group size was appropriate for the trip (time, difficulty)	1	4.5	5.0	0.8	1.0	6.0	$4.0 \sim 5.0$
i_orga3	101	The roles of the group members were clearly defined	0	3.2	3.0	1.2	1.0	6.0	$2.0 \sim 4.0$
i_orga4	101	Some or all group members met each other for the first time on this trip	0	2.1	1.0	1.6	1.0	5.0	1.0 ~ 2.0
i_comm1	101	Decisions concerning avalanche hazard were well discussed in the group	0	4.1	4.0	0.9	2.0	6.0	4.0 ~ 5.0
i_comm2	101	Everyone in the group understood the decisions that were made	0	4.1	4.0	1.0	1.0	6.0	$4.0 \sim 5.0$
i_comm3	101	Everyone voiced their concerns whenever they felt necessary	0	4.0	4.0	1.1	1.0	6.0	$3.0 \sim 5.0$
i_iden1	101	There were clear expectations of each group member	0	3.4	3.0	1.0	1.0	6.0	$3.0 \sim 4.0$
i iden2	101	Everyone was happy with the decisions that were made	0	4.3	4.0	1.0	2.0	6.0	$4.0 \sim 5.0$
i anom1	100	The group decisions at the decision points were unanimous	1	4.0	4.0	1.1	1.0	6.0	$4.0 \sim 5.0$
i_anom2	101	Someone tried to impress others.	0	2.0	2.0	1.0	1.0	6.0	$1.0 \sim 2.0$
i_anom3	101	Love stories were going on in the group	0	2.3	1.0	1.6	1.0	6.0	$1.0 \sim 4.0$
i_anom4	101	The presence of other groups impacted my group's decision making	0	2.0	1.0	1.3	1.0	6.0	1.0 ~ 3.0

Table 2: Descriptive statistics for without-leader group (long)

				Central	tendency		Dispers	sion ten	dency
	n	Question	n of NA	Mean	Median	$\overline{\mathrm{SD}}$	Min	Max	Q1~Q3
i_skill1	116	The least knowledgeable group member could conduct satisfactory avalanche assessments for this trip	0	3.6	4.0	1.2	1.0	5.0	2.0 ~ 5.0
i_skill2	116	There was no large gap in avalanche assessment skills between the group members	0	3.2	3.0	1.3	1.0	5.0	2.0 ~ 4.0
i_skill3	116	There was no important difference in skiing skill level between group members, given the terrain	0	3.6	4.0	1.3	1.0	5.0	$2.0 \sim 5.0$
i_skill4	116	All group members were equipped with standard avalanche safety equipment (beacon, shovel, probe) and trained in the use of it	0	4.5	5.0	1.0	1.0	6.0	4.0 ~ 5.0
i_orga1	115	The group members knew each other well	1	4.2	5.0	1.1	1.0	5.0	$4.0\sim5.0$
i_orga2	115	The group size was appropriate for the trip (time, difficulty)	1	4.6	5.0	0.8	1.0	6.0	$4.0\sim5.0$
i_orga3	115	The roles of the group members were clearly defined	1	3.2	3.0	1.4	1.0	6.0	$2.0 \sim 5.0$
i_orga4	115	Some or all group members met each other for the first time on this trip	1	1.7	1.0	1.3	1.0	6.0	1.0 ~ 2.0
i_comm1	116	Decisions concerning avalanche hazard were well discussed in the group	0	4.0	4.0	1.0	1.0	5.0	$4.0 \sim 5.0$
i_comm2	116	Everyone in the group understood the decisions that were made	0	4.4	5.0	0.9	1.0	6.0	$4.0\sim5.0$
i_comm3	116	Everyone voiced their concerns whenever they felt necessary	0	4.3	4.0	1.0	1.0	6.0	$4.0 \sim 5.0$
i_iden1	116	There were clear expectations of each group member	0	3.6	4.0	1.0	1.0	5.0	$3.0 \sim 4.0$
i_iden2	116	Everyone was happy with the decisions that were made	0	4.4	5.0	0.8	1.0	6.0	$4.0 \sim 5.0$
i_anom1	116	The group decisions at the decision points were unanimous	0	4.2	4.0	1.1	2.0	6.0	$4.0 \sim 5.0$
i_anom2	116	Someone tried to impress others.	0	1.9	2.0	1.2	1.0	6.0	$1.0 \sim 2.0$
i_anom3	116	Love stories were going on in the group	0	1.8	1.0	1.3	1.0	6.0	$1.0 \sim 2.0$
i_anom4	116	The presence of other groups impacted my group's decision making	0	2.2	2.0	1.5	1.0	6.0	1.0 ~ 4.0

Table 3: Descriptive statistics for with-leader group (short)

				Central	tendency		Dispers	sion ten	dency
	n	Question	n of NA	Mean	Median	$\overline{\mathrm{SD}}$	Min	Max	Q1~Q3
i_leader0	100	The decisions were followed by all group members.	1	4.7	5.0	0.8	1.0	6.0	4.0 ~ 5.0
i_skill0	101	The level of avalanche assessment and rescue skills differed greatly across the group.	0	3.4	4.0	1.4	1.0	6.0	$2.0 \sim 4.0$
i_orga0	101	The group was well	0	3.9	4.0	0.9	1.0	5.0	$3.0 \sim 4.0$
i_comm0	101	The communication in the group was good	0	4.4	4.0	0.7	2.0	6.0	$4.0 \sim 5.0$
i_iden0	100	The group was cohesive and had a shared vision	1	4.2	4.0	0.8	2.0	6.0	$4.0\sim5.0$
i_anom0	101	Social interactions in the group negatively impacted decision	0	1.8	1.0	1.2	1.0	6.0	$1.0\sim2.0$

Table 4: Descriptive statistics for without-leader group (short)

				Central	tendency		Dispers	sion ten	dency
	n	Question	n of NA	Mean	Median	$\overline{\mathrm{SD}}$	Min	Max	Q1~Q3
i_skill0	116	The level of avalanche assessment and rescue skills differed greatly across the group.	0	2.7	2.0	1.4	1.0	6.0	2.0 ~ 4.0
i_orga0	116	The group was well	0	4.1	4.0	0.9	2.0	5.0	$4.0 \sim 5.0$
i_comm0	116	The communication in the group was good	0	4.3	5.0	0.9	1.0	5.0	$4.0 \sim 5.0$
i_iden0	116	The group was cohesive and had a shared vision	0	4.2	4.0	0.8	1.0	5.0	$4.0 \sim 5.0$
i_anom0	115	Social interactions in the group negatively impacted decision	1	1.9	2.0	1.1	1.0	6.0	$1.0 \sim 2.0$

3 Visualization

3.1 Distribution

Figure 1 Distributions of the item for with-leader group (long

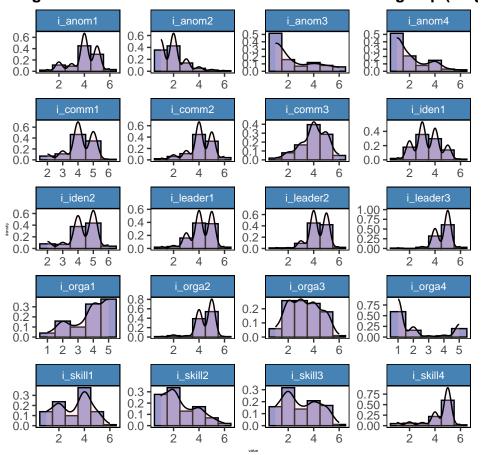
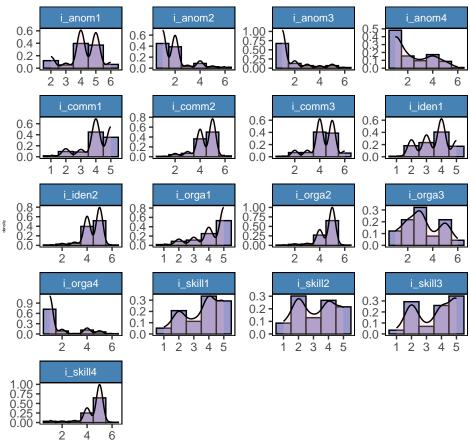
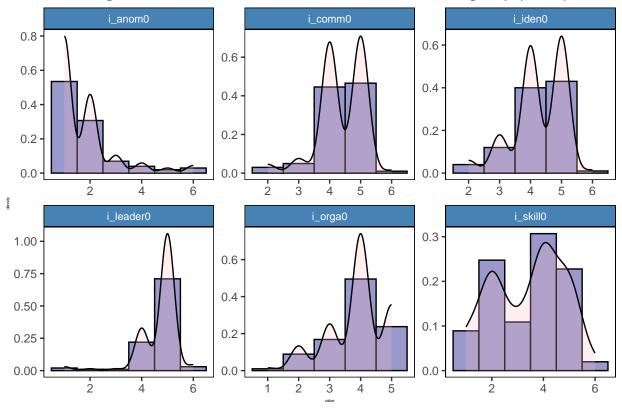


Figure 2 Distribtuions of the item for without-leader group (lo

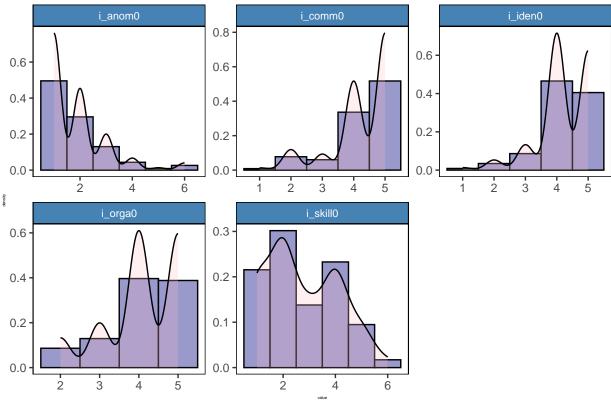


8

Figure 3 Distributions of the item for with-leader group (short)







3.2 Correlation matrix

Figure 51 Correlation matrix of the item for with-leader group (long)

```
i_anom4
                                              i_anom3 0.05
                                            i_anom2 0.27 0.16
                                         i anom1 -0.2-0.040.08
                                       i_iden2 0.55-0.22-0.05-0.03
                                     i_iden1  0.16  0.27  -0.1  0.1  0.1
                                 i_comm2 0.29 0.25 0.46 0.4 -0.160.13-0.07
                            i_comm1 0.31 0.25 0.15 0.15 0.29-0.090.15 0.13
                          i_orga3 -0.13-0.1 0.17 0.14 0.35 0.18-0.01-0.14-0.06-0.15
                     i_orga1  0.24 0.14-0.73-0.030.17 0.25  0.1  0.14-0.02-0.27-0.140.06
                i_skill4 0 0.1 -0.16-0.010.25 0.23 0.09-0.030.15 0.14-0.060.15 0.09
             i_skill3 0.27 0.11 0.17 0.13-0.210.29 0.18 0.35 0.2 0.22 0.28-0.130.02 0.14
           i_skill1 0.64 0.39 0.37 0.1 0.24-0.23-0.030.32 0.44 0.18 0.13 0.15 0.25 0.02 0 0.16
    Red circles indicates the absolute of correlation coefficient >= 0.6
                                   green circle indicates >= 0.3
```

Figure 6 Correlation matrix of the item for without-leader group (long)

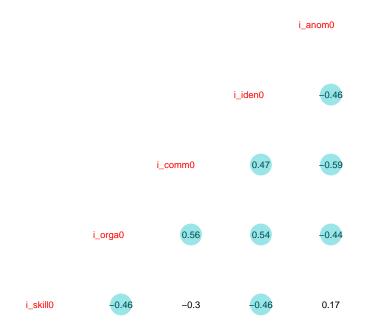
```
i_anom4
                                                    i_anom3 0.01
                                                 i_anom2 0.15 0.28
                                             i_anom1 -0.21-0.04-0.18
                                          i_iden1 0.27 0.29 -0.08-0.03-0.15
                                  i_comm1 0.5 0.38 0.14 0.42 0.06 -0.33 0.01 -0.01
                        i_orga4 -0.06-0.13-0.04-0.36 -0.2 -0.04 0.1 0.05 0.17
                     i_orga3 -0.19 0.15 0.35 0.27 0.37 0.24 0.26 -0.21-0.13-0.18
                 i_orga1 0.39 0.21 -0.7 0.2 0.26 0.17 0.31 0.3 0.06 -0.21-0.07-0.12
          i_skill4 0.37 0.12 0.15 -0.27 0.09 0.17 -0.07 0.12 0.11 -0.15-0.06 0.04 -0.15
       i_skill3 0.33 0.26 0.07 0.12 -0.09 0.12 0.16 0 0.21 0.07 0.08 -0.08-0.04 0.06
   i_skill1 0.61 0.39 0.41 0.49 0.29 0.28 -0.47 0.23 0.3 0.16 0.33 0.26 0.09 -0.13-0.02-0.05
           Red circles indicates the absolute of correlation coefficient >= 0.6
                                        green circle indicates >= 0.3
```

Figure 7 Correlation matrix of the item for with-leader group (short)



Red circles indicates the absolute of correlation coefficient >= 0.6 green circle indicates >= 0.3

Figure 8 Correlation matrix of the item for without-leader group (short)



Red circles indicates the absolute of correlation coefficient >= 0.6 green circle indicates >= 0.3

4 Impute NAs

Impute NAs with medians.

Table 5: Results of KMO test of sampling adequacy for with-leader group (long)

	${\rm KMO.ldr}20$
i_leader1	0.615
$i_leader2$	0.726
$i_leader3$	0.731
i_skill1	0.654
i_skill2	0.735
i_skill3	0.681
i_skill4	0.788
i_orga1	0.522
i_orga2	0.427
i_orga3	0.506
i_orga4	0.468
i_comm1	0.801
i_comm2	0.711
i_comm3	0.818
i_iden1	0.680
i_iden2	0.668
i_anom1	0.729
i_anom2	0.671
i_anom3	0.398
i_anom4	0.557
Overall	0.656

Table 6: Results of bartlett test for with-leader group (long)

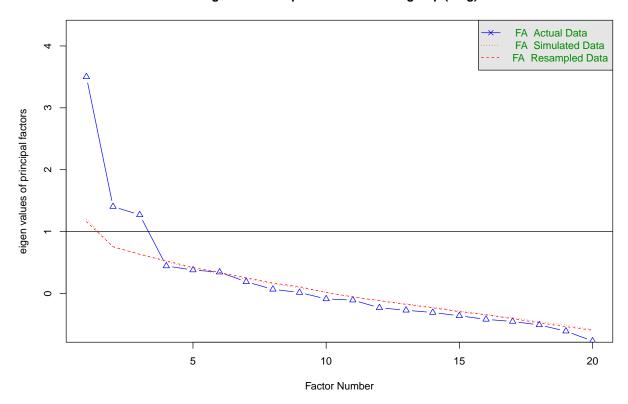
Chi-square	p-value	DF
611.49	< 0.001	190

5 Factor analysis for with-leader group (long)

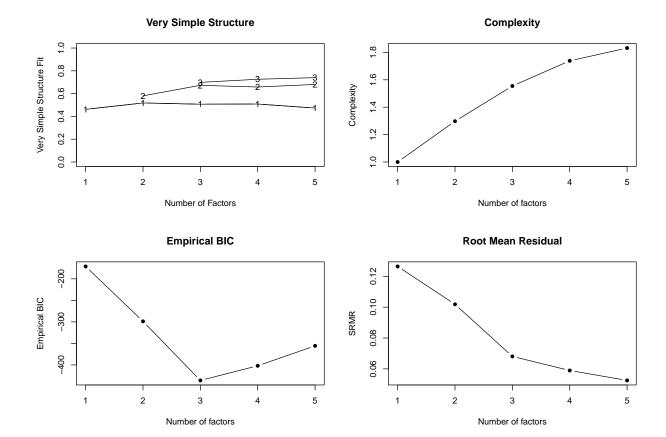
5.1 Check factoribility

5.2 Explore number of factors

Figure 9. Scree plot for with-leader group (long)



Parallel analysis suggests that the number of factors = 3 and the number of components = NA



```
##
## Number of factors
## Call: vss(x = x, n = n, rotate = rotate, diagonal = diagonal, fm = fm,
      n.obs = n.obs, plot = FALSE, title = title, use = use, cor = cor)
## VSS complexity 1 achieves a maximimum of 0.52 with 2 factors
## VSS complexity 2 achieves a maximimum of 0.68 with 5 factors
## The Velicer MAP achieves a minimum of 0.02 with 3 factors
## Empirical BIC achieves a minimum of -435.96 with 3 factors
## Sample Size adjusted BIC achieves a minimum of -21.06 with 5 factors
##
## Statistics by number of factors
                map dof chisq
                                  prob sqresid fit RMSEA BIC SABIC complex
     vss1 vss2
## 1 0.46 0.00 0.027 170
                           391 2.0e-19
                                          20.1 0.46 0.113 -394
                                                                 143
                                                                         1.0
## 2 0.52 0.58 0.029 151
                           284 3.5e-10
                                          15.7 0.58 0.093 -413
                                                                  64
                                                                         1.3
## 3 0.51 0.67 0.024 133
                           179 5.0e-03
                                          11.2 0.70 0.058 -435
                                                                 -15
                                                                         1.6
## 4 0.51 0.66 0.029 116
                           151 1.6e-02
                                           9.7 0.74 0.054 -385
                                                                 -18
                                                                         1.7
## 5 0.47 0.68 0.031 100
                           125 4.8e-02
                                           8.6 0.77 0.048 -337
                                                                 -21
                                                                         1.8
     eChisq SRMR eCRMS eBIC
##
## 1
        613 0.126 0.134 -171
## 2
        398 0.102 0.114 -299
## 3
        178 0.068 0.081 -436
        133 0.059 0.075 -402
## 4
## 5
        106 0.053 0.072 -356
```

5.3 Explore factor solutions

5.3.1 Explore 5-factor solution

Figure 10. Five-factor solution, with-leader group (long)

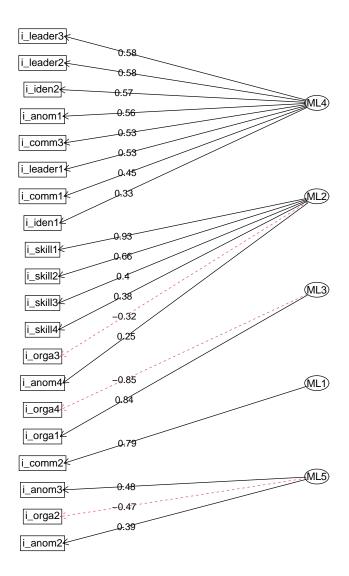


Table 7: Factor loadings of the 5-factor solution for with-leader group (long)

Item	ML4	ML2	ML3	ML1	ML5
i_leader1	0.526	-0.315			
$i_leader2$	0.576				
$i_leader3$	0.583				
i_skill1		0.93			
i_skill2		0.657			
i_skill3	0.392	0.4			
i_skill4		0.378			
i_orga1			0.843		
i_orga2					-0.471
i_orga3		-0.317			
i_orga4			-0.85		
i_comm1	0.455	0.354			
i_comm2	0.52			0.789	
i_comm3	0.527				
i_iden1	0.332				
i_iden2	0.565				
i_anom1	0.562				
i_anom2	-0.348				0.391
i_anom3					0.476
i_anom4					

5.3.2 Explore 4-factor solution

Figure 11. Four-factor solution, with-leader group (long)

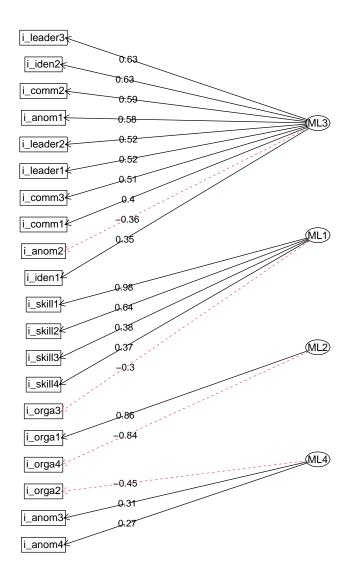


Table 8: Factor loadings of the 4-factor solution for with-leader group (long)

Item	ML3	ML1	ML2	ML4
i_leader1	0.521			
i_leader2	0.522			
$i_leader3$	0.632			
i_skill1		0.979		
i_skill2		0.643		
i_skill3	0.33	0.378		
i_skill4		0.372		
i_orga1			0.856	
i_orga2				-0.452
i_orga3				
i_orga4			-0.838	
i_comm1	0.401	0.347		0.374
i_comm2	0.594	0.357		
i_comm3	0.507			
i_iden1	0.347			
i_iden2	0.631			
i_anom1	0.577			
i_anom2	-0.362			
i_anom3				0.31
i_anom4				

5.3.3 Explore 3-factor solution

Figure 12. Three-factor solution, with-leader group (long)

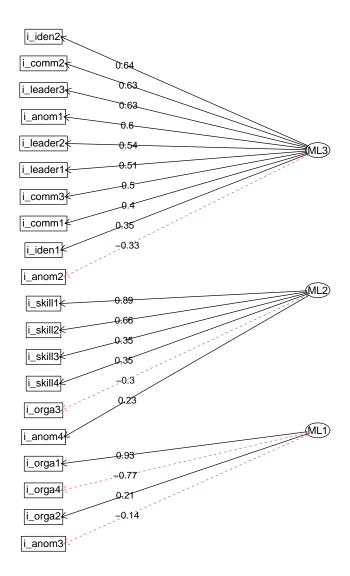


Table 9: Factor loadings of the 3-factor solution for with-leader group (long)

Item	ML3	ML2	ML1
i_leader1	0.513	-0.399	
$i_leader2$	0.537		
$i_leader3$	0.633		
i_skill1		0.895	
i_skill2		0.662	
i_skill3	0.351	0.351	
i_skill4		0.35	
i_orga1			0.933
i_orga2			
i_orga3		-0.301	
i_orga4			-0.771
i_comm1	0.401		
i_comm2	0.633	0.309	
i_comm3	0.496		
i_iden1	0.351		
i_iden2	0.637		
i_anom1	0.598		
i_anom2	-0.335		
i_anom3			
i_anom4			

5.3.4 Finetune 3-factor solution

Figure 13. Fine-tuned three-factor solution, with-leader group (long)

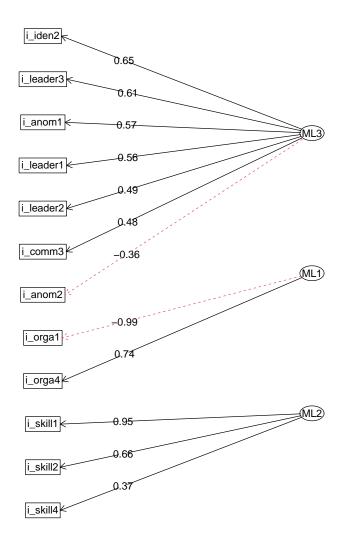


Table 10: Factor loadings of the 3-factor solution for with-leader group (long)

Item	ML3	ML1	ML2
i_leader1	0.561		
$i_leader2$	0.494		
$i_leader3$	0.606		
i_skill1			0.952
i_skill2			0.664
i_skill4			0.371
i_orga1		-0.986	
i_orga4		0.744	
i_comm3	0.484		
i_iden2	0.646		
i_anom1	0.571		
i_anom2	-0.364		

5.3.5 Explore 2-factor solution

Figure 14. Two-factor solution, with-leader group (long)

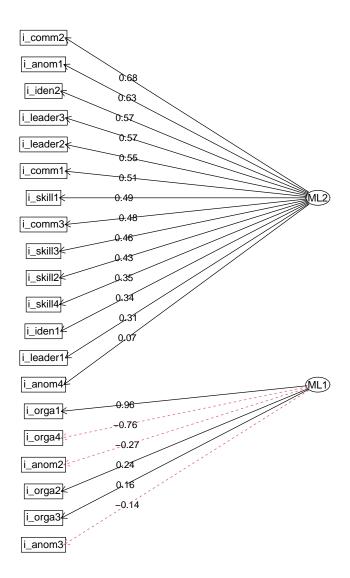


Table 11: Factor loadings of the 2-factor solution for with-leader group (long)

Item	ML2	ML1
	MLZ	MLL1
$i_leader1$	0.31	
$i_leader2$	0.546	
$i_leader3$	0.568	
i_skill1	0.489	
i_skill2	0.43	
i_skill3	0.456	
i_skill4	0.349	
i_orga1		0.961
i_orga2		
i_orga3		
i_orga4		-0.757
i_comm1	0.51	
i_comm2	0.68	
i_comm3	0.475	
i_iden1	0.339	
i_iden2	0.573	
i_anom1	0.626	
i_anom2		
i_anom3		
i_anom4		

5.3.6 Finetune 2-factor solution

Figure 15. Fine-tuned two-factor solution, with-leader group (long)

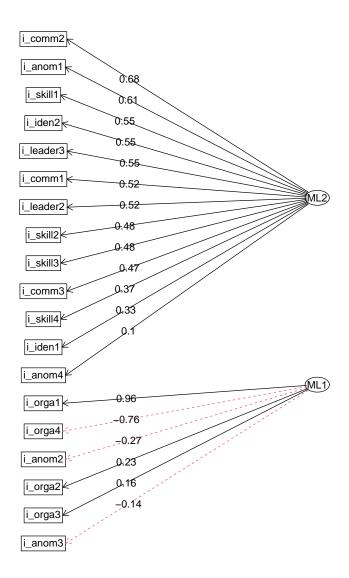


Table 12: Factor loadings of the 3-factor solution for with-leader group (long)

Item	ML2	ML1
$i_leader2$	0.519	
$i_leader3$	0.548	
i_skill1	0.548	
i_skill2	0.482	
i_skill3	0.478	
i_skill4	0.369	
i_orga1		0.962
i_orga2		
i_orga3		
i_orga4		-0.756
i_comm1	0.521	
i_comm2	0.682	

Table 13: Comparison between factor solutions, with-leader (long)

	${\bf Cumulative Variance}$
3-factor(tuned)	0.463
3-factor	0.352
4-factor	0.391
5-factor	0.432

Table 14: Final items for 3 factor solution, with-leader group (long)

	Item	
ML2: Leadership Quality		
i_iden2	Everyone was happy with the decisions that were made	
i_anom1	The group decisions at the decision points were unanimous	
$i_leader3$	Everyone could voice their concerns to the leader (formal or informal)	
i_comm3	Everyone voiced their concerns whenever they felt necessary	
i_leader1	The leader (formal or informal) was the best suited person in the group to make the decisions.	
$i_leader2$	The leader (formal or informal) communicated openly and clearly	
i_comm2	Everyone in the group understood the decisions that were made	
i_orga3	The roles of the group members were clearly defined	
ML3: Skill		
i_skill1	The least knowledgeable group member could conduct satisfactory avalanche assessments for this trip	
i_skill2	There was no large gap in avalanche assessment skills between the group members	
i_skill4	All group members were equipped with standard avalanche safety equipment (beacon, shovel, probe) and trained in the use of it	
i_skill3	There was no important difference in skiing skill level between group members, given the terrain	
ML1: Indiv	ridual contribution	
i_comm1	Decisions concerning avalanche hazard were well discussed in the group	
i_iden1	There were clear expectations of each group member	

Table 15: Results of KMO test of sampling adequacy for with-leader group (short)

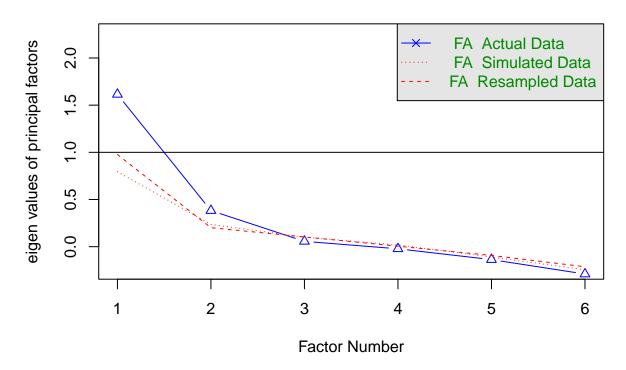
	KMO
i_leader0	0.715
i_skill0	0.594
i_orga0	0.645
i_comm0	0.713
i_iden0	0.656
i_anom0	0.756
Overall	0.674

Table 16: Results of bartlett test for with-leader group (short)

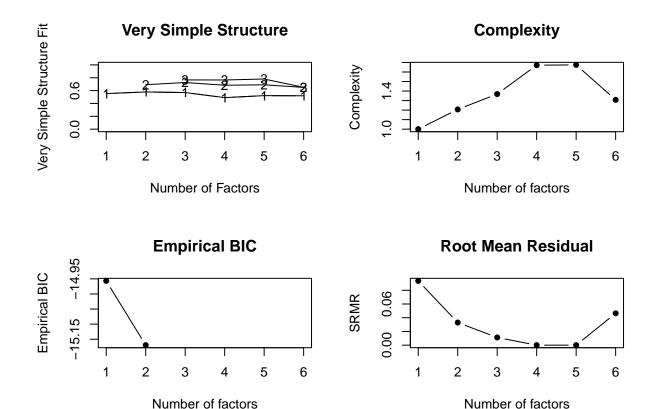
Chi-square	p-value	DF
90.374	< 0.001	15

- 5.4 Comparison between factor solutions, with-leader (long)
- 5.4.1 Check the factor connotation for 3-factor solution (fine-tuned)
- 6 Factor analysis for with-leader group (short)
- 6.1 Check factoribility
- 6.2 Explore number of factors

figure 14. Scree plot, wiht-leader group (short)



Parallel analysis suggests that the number of factors = 2 and the number of components = NA



```
##
## Number of factors
  Call: vss(x = x, n = n, rotate = rotate, diagonal = diagonal, fm = fm,
       n.obs = n.obs, plot = FALSE, title = title, use = use, cor = cor)
## VSS complexity 1 achieves a maximimum of 0.58 with
                                                         2 factors
## VSS complexity 2 achieves a maximimum of 0.73 with
## The Velicer MAP achieves a minimum of 0.06 with
                                                     1 factors
  Empirical BIC achieves a minimum of -15.17 with 2 factors
  Sample Size adjusted BIC achieves a minimum of -2.46
                                                          with
##
## Statistics by number of factors
     vss1 vss2
                 map dof
                           chisq prob sqresid fit RMSEA BIC SABIC complex
## 1 0.55 0.00 0.063
                       9 2.0e+01 0.021
                                            3.7 0.55
                                                      0.11 - 22
                                                                 6.5
                                                                          1.0
  2 0.58 0.69 0.109
                       4 3.4e+00 0.499
                                            2.5 0.69
                                                      0.00 - 15
                                                                 -2.5
                                                                          1.2
## 3 0.57 0.73 0.214
                       0 3.9e-01
                                    NA
                                            1.9 0.77
                                                        NA
                                                            NA
                                                                  NA
                                                                          1.4
## 4 0.49 0.68 0.432
                      -3 8.4e-14
                                    NA
                                            1.8 0.78
                                                                          1.7
                                                        NA
                                                            NA
                                                                  NA
## 5 0.52 0.69 1.000
                                            1.4 0.83
                      -5 0.0e+00
                                    NA
                                                        NA
                                                            NA
                                                                  NA
                                                                          1.7
  6 0.52 0.65
                  NA
                      -6 6.7e+00
                                    NA
                                            2.9 0.65
                                                        NA
                                                            NA
                                                                  NA
                                                                          1.3
##
      eChisq
                SRMR eCRMS eBIC
## 1 2.7e+01 9.4e-02 0.121
                            -15
## 2 3.3e+00 3.3e-02 0.064
                            -15
## 3 3.8e-01 1.1e-02
                        NA
                             NA
## 4 8.5e-14 5.3e-09
                        NA
                             NA
## 5 1.6e-20 2.3e-12
                        NA
                             NA
## 6 6.5e+00 4.6e-02
                             NA
```

Table 17: Factor loadings of the 5-factor solution for with-leader group (long)

Item	ML1	ML2
i_leader0	0.521	
i_skill0		
i_orga0		0.74
i_comm0	0.576	
i_iden0	0.765	
i_anom0		

6.2.1 Explore 2-factor solution

Factor Analysis, Varimax rotation

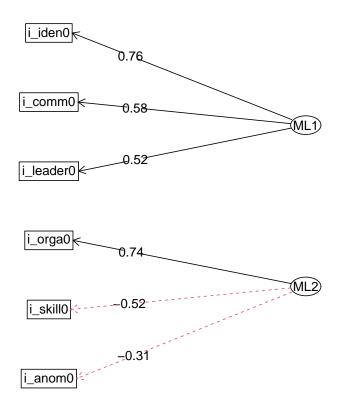


Table 18: Factor loadings of the 5-factor solution for with-leader group (long)

Item	ML2	ML3	ML1
i_leader0			0.948
i_skill0			
i_orga0	0.811		
i_comm0		0.664	
i_iden0		0.63	
i_anom0			

6.2.2 Explore 3-factor solution

Factor Analysis, Varimax rotation

