

## Oneway

### Descriptives

|                      |         | N   | Mean         | Std. Deviation | Std. Error   |
|----------------------|---------|-----|--------------|----------------|--------------|
| open_diversity       | content | 79  | ,44410064124 | ,09967231661   | ,01121401175 |
|                      | random  | 68  | ,50219482341 | ,08132729744   | ,00986238346 |
|                      | open    | 71  | ,51261639918 | ,07481371971   | ,00887875503 |
|                      | reflect | 70  | ,51445062371 | ,05873818642   | ,00702055609 |
|                      | Total   | 288 | ,49180731476 | ,08557393401   | ,00504249242 |
| reflective_diversity | content | 79  | ,49259077506 | ,15828932089   | ,01780893998 |
|                      | random  | 68  | ,71301571376 | ,09569616185   | ,01160486421 |
|                      | open    | 71  | ,65501604745 | ,10660134135   | ,01265125166 |
|                      | reflect | 70  | ,57444249539 | ,15763842282   | ,01884139529 |
|                      | Total   | 288 | ,60457240907 | ,15742425868   | ,00927631340 |

### Descriptives

|                      |         | 95% Confidence Interval for Mean |              | Minimum      | Maximum      |
|----------------------|---------|----------------------------------|--------------|--------------|--------------|
|                      |         | Lower Bound                      | Upper Bound  |              |              |
| open_diversity       | content | ,42177525882                     | ,46642602366 | ,19461937100 | ,70669467700 |
|                      | random  | ,48250942364                     | ,52188022318 | ,25855226000 | ,65726028800 |
|                      | open    | ,49490828064                     | ,53032451773 | ,42422525100 | ,74255285200 |
|                      | reflect | ,50044499754                     | ,52845624989 | ,43054920700 | ,69620067386 |
|                      | Total   | ,48188235790                     | ,50173227163 | ,19461937100 | ,74255285200 |
| reflective_diversity | content | ,45713589911                     | ,52804565102 | ,12992470000 | ,84781791000 |
|                      | random  | ,68985230784                     | ,73617911968 | ,57302677531 | ,95576157636 |
|                      | open    | ,62978392162                     | ,68024817328 | ,46274576100 | ,89201377700 |
|                      | reflect | ,53685494024                     | ,61203005053 | ,01998283600 | ,86689629000 |
|                      | Total   | ,58631417430                     | ,62283064384 | ,01998283600 | ,95576157636 |

### Tests of Homogeneity of Variances

|                      |                                      | Levene Statistic | df1 | df2     | Sig.  |
|----------------------|--------------------------------------|------------------|-----|---------|-------|
| open_diversity       | Based on Mean                        | 5,220            | 3   | 284     | ,002  |
|                      | Based on Median                      | 5,190            | 3   | 284     | ,002  |
|                      | Based on Median and with adjusted df | 5,190            | 3   | 253,504 | ,002  |
|                      | Based on trimmed mean                | 5,316            | 3   | 284     | ,001  |
| reflective_diversity | Based on Mean                        | 5,560            | 3   | 284     | ,001  |
|                      | Based on Median                      | 5,663            | 3   | 284     | <,001 |
|                      | Based on Median and with adjusted df | 5,663            | 3   | 224,540 | <,001 |
|                      | Based on trimmed mean                | 5,649            | 3   | 284     | <,001 |

### ANOVA

|                      |                | Sum of Squares | df  | Mean Square | F      |
|----------------------|----------------|----------------|-----|-------------|--------|
| open_diversity       | Between Groups | ,254           | 3   | ,085        | 13,000 |
|                      | Within Groups  | 1,848          | 284 | ,007        |        |
|                      | Total          | 2,102          | 287 |             |        |
| reflective_diversity | Between Groups | 2,035          | 3   | ,678        | 37,929 |
|                      | Within Groups  | 5,078          | 284 | ,018        |        |
|                      | Total          | 7,113          | 287 |             |        |

### ANOVA

|                      |                | Sig.  |
|----------------------|----------------|-------|
| open_diversity       | Between Groups | <,001 |
|                      | Within Groups  |       |
|                      | Total          |       |
| reflective_diversity | Between Groups | <,001 |
|                      | Within Groups  |       |
|                      | Total          |       |

### ANOVA Effect Sizes<sup>a</sup>

|                      |                             | Point Estimate | 95% Confidence Interval |       |
|----------------------|-----------------------------|----------------|-------------------------|-------|
|                      |                             |                | Lower                   | Upper |
| open_diversity       | Eta-squared                 | ,121           | ,053                    | ,187  |
|                      | Epsilon-squared             | ,111           | ,043                    | ,178  |
|                      | Omega-squared Fixed-effect  | ,111           | ,043                    | ,177  |
|                      | Omega-squared Random-effect | ,040           | ,015                    | ,067  |
| reflective_diversity | Eta-squared                 | ,286           | ,197                    | ,360  |
|                      | Epsilon-squared             | ,279           | ,188                    | ,353  |
|                      | Omega-squared Fixed-effect  | ,278           | ,188                    | ,352  |
|                      | Omega-squared Random-effect | ,114           | ,072                    | ,153  |

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

### Post Hoc Tests

### Multiple Comparisons

| Dependent Variable   |           | (I) engine | (J) engine | Mean Difference (I-J)     | Std. Error   | Sig.  |
|----------------------|-----------|------------|------------|---------------------------|--------------|-------|
| open_diversity       | Tukey HSD | content    | random     | -,0580941822 <sup>*</sup> | ,01334353591 | <,001 |
|                      |           |            | open       | -,0685157579 <sup>*</sup> | ,01319116561 | <,001 |
|                      |           |            | reflect    | -,0703499825 <sup>*</sup> | ,01324069653 | <,001 |
|                      |           | random     | content    | ,0580941822 <sup>*</sup>  | ,01334353591 | <,001 |
|                      |           |            | open       | -,0104215758              | ,01368686655 | ,872  |
|                      |           |            | reflect    | -,0122558003              | ,01373460994 | ,809  |
|                      |           | open       | content    | ,0685157579 <sup>*</sup>  | ,01319116561 | <,001 |
|                      |           |            | random     | ,01042157577              | ,01368686655 | ,872  |
|                      |           |            | reflect    | -,0018342245              | ,01358662614 | ,999  |
|                      |           | reflect    | content    | ,0703499825 <sup>*</sup>  | ,01324069653 | <,001 |
|                      |           |            | random     | ,01225580030              | ,01373460994 | ,809  |
|                      |           |            | open       | ,00183422453              | ,01358662614 | ,999  |
| reflective_diversity | Tukey HSD | content    | random     | -,2204249387 <sup>*</sup> | ,02211965046 | <,001 |
|                      |           |            | open       | -,1624252724 <sup>*</sup> | ,02186706541 | <,001 |
|                      |           |            | reflect    | -,0818517203 <sup>*</sup> | ,02194917307 | ,001  |
|                      |           | random     | content    | ,2204249387 <sup>*</sup>  | ,02211965046 | <,001 |
|                      |           |            | open       | ,05799966631              | ,02268879148 | ,054  |
|                      |           |            | reflect    | ,1385732184 <sup>*</sup>  | ,02276793596 | <,001 |
|                      |           | open       | content    | ,1624252724 <sup>*</sup>  | ,02186706541 | <,001 |
|                      |           |            | random     | -,0579996663              | ,02268879148 | ,054  |
|                      |           |            | reflect    | ,0805735521 <sup>*</sup>  | ,02252262243 | ,002  |
|                      |           | reflect    | content    | ,0818517203 <sup>*</sup>  | ,02194917307 | ,001  |
|                      |           |            | random     | -,1385732184 <sup>*</sup> | ,02276793596 | <,001 |
|                      |           |            | open       | -,0805735521 <sup>*</sup> | ,02252262243 | ,002  |

### Multiple Comparisons

| Dependent Variable   |           | (I) engine | (J) engine | 95% Confidence Interval |              |
|----------------------|-----------|------------|------------|-------------------------|--------------|
|                      |           |            |            | Lower Bound             | Upper Bound  |
| open_diversity       | Tukey HSD | content    | random     | -,0925779647            | -,0236103996 |
|                      |           |            | open       | -,1026057690            | -,0344257469 |
|                      |           |            | reflect    | -,1045679966            | -,0361319684 |
|                      |           | random     | content    | ,02361039963            | ,09257796471 |
|                      |           |            | open       | -,0457926298            | ,02494947826 |
|                      |           |            | reflect    | -,0477502379            | ,02323863729 |
|                      |           | open       | content    | ,03442574691            | ,10260576898 |
|                      |           |            | random     | -,0249494783            | ,04579262981 |
|                      |           |            | reflect    | -,0369462267            | ,03327777760 |
|                      |           | reflect    | content    | ,03613196838            | ,10456799657 |
|                      |           |            | random     | -,0232386373            | ,04775023789 |
|                      |           |            | open       | -,0332777776            | ,03694622666 |
| reflective_diversity | Tukey HSD | content    | random     | -,2775888884            | -,1632609890 |
|                      |           |            | open       | -,2189364650            | -,1059140798 |
|                      |           |            | reflect    | -,1385751043            | -,0251283363 |
|                      |           | random     | content    | ,16326098895            | ,27758888844 |
|                      |           |            | open       | -,0006351181            | ,11663445073 |
|                      |           |            | reflect    | ,07973390038            | ,19741253637 |
|                      |           | open       | content    | ,10591407976            | ,21893646501 |
|                      |           |            | random     | -,1166344507            | ,00063511811 |
|                      |           |            | reflect    | ,02236819935            | ,13877890478 |
|                      |           | reflect    | content    | ,02512833634            | ,13857510430 |
|                      |           |            | random     | -,1974125364            | -,0797339004 |
|                      |           |            | open       | -,1387789048            | -,0223681994 |

\*. The mean difference is significant at the 0.05 level.

### Homogeneous Subsets

### open\_diversity

|                          |         | N  | Subset for alpha = 0.05 |              |
|--------------------------|---------|----|-------------------------|--------------|
| engine                   |         |    | 1                       | 2            |
| Tukey HSD <sup>a,b</sup> | content | 79 | ,44410064124            |              |
|                          | random  | 68 |                         | ,50219482341 |
|                          | open    | 71 |                         | ,51261639918 |
|                          | reflect | 70 |                         | ,51445062371 |
|                          | Sig.    |    | 1,000                   | ,799         |
| Tukey B <sup>a,b</sup>   | content | 79 | ,44410064124            |              |
|                          | random  | 68 |                         | ,50219482341 |
|                          | open    | 71 |                         | ,51261639918 |
|                          | reflect | 70 |                         | ,51445062371 |

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 71,769.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

### reflective\_diversity

|                          |         |    | Subset for alpha = 0.05 |              |              |
|--------------------------|---------|----|-------------------------|--------------|--------------|
|                          | engine  | N  | 1                       | 2            | 3            |
| Tukey HSD <sup>a,b</sup> | content | 79 | ,49259077506            |              |              |
|                          | reflect | 70 |                         | ,57444249539 |              |
|                          | open    | 71 |                         |              | ,65501604745 |
|                          | random  | 68 |                         |              |              |
|                          | Sig.    |    | 1,000                   | 1,000        | 1,000        |
| Tukey B <sup>a,b</sup>   | content | 79 | ,49259077506            |              |              |
|                          | reflect | 70 |                         | ,57444249539 |              |
|                          | open    | 71 |                         |              | ,65501604745 |
|                          | random  | 68 |                         |              |              |

### reflective\_diversity

|                          |         | Subset for alpha .. |  |
|--------------------------|---------|---------------------|--|
| engine                   |         | 4                   |  |
| Tukey HSD <sup>a,b</sup> | content |                     |  |
|                          | reflect |                     |  |
|                          | open    |                     |  |
|                          | random  | ,71301571376        |  |
|                          | Sig.    | 1,000               |  |
| Tukey B <sup>a,b</sup>   | content |                     |  |
|                          | reflect |                     |  |
|                          | open    |                     |  |
|                          | random  | ,71301571376        |  |

Means for groups in homogeneous subsets are displayed.

- a. Uses Harmonic Mean Sample Size = 71,769.
- b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.