Table 1: Factor Loadings for Confirmatory Factor Analysis of MLQ, Two Fac- tors MLQ-P and MLQ-S

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Variable | MR2 | MR1 | h2 | u2 | com |
| MLQ 1 | 0.01 | **0.81** | 0.66 | 0.34 | 1.00 |
| MLQ 4 | 0.05 | **0.78** | 0.62 | 0.38 | 1.01 |
| MLQ 5 | 0.05 | **0.77** | 0.61 | 0.39 | 1.01 |
| MLQ 6 | 0.02 | **0.79** | 0.62 | 0.38 | 1.00 |
| MLQ 9 | -0.24 | **0.45** | 0.23 | 0.77 | 1.53 |
| MLQ 2 | **0.81** | -0.08 | 0.64 | 0.36 | 1.02 |
| MLQ 3 | **0.74** | 0.08 | 0.57 | 0.43 | 1.02 |
| MLQ 7 | **0.72** | 0.07 | 0.54 | 0.46 | 1.02 |
| MLQ 8 | **0.72** | 0.09 | 0.55 | 0.45 | 1.03 |
| MLQ 10 | **0.83** | -0.12 | 0.68 | 0.32 | 1.04 |
| SS loadings | 3 | 2.72 |  |  |  |
| MR2 | 1.00 | 0.14 |  |  |  |
| MR1 | 0.14 | 1.00 |  |  |  |

Table 2: Two Factor Loadings for Exploratory Factor Analysis with Oblimin Rotation of MLQ

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Variable | ML1 | ML2 | h2 | u2 | com |
| MLQ 1 | -0.01 | **0.81** | 0.66 | 0.34 | 1.00 |
| MLQ 2 | **0.81** | -0.06 | 0.64 | 0.36 | 1.01 |
| MLQ 3 | **0.74** | 0.09 | 0.57 | 0.43 | 1.03 |
| MLQ 4 | 0.03 | **0.78** | 0.62 | 0.38 | 1.00 |
| MLQ 5 | 0.03 | **0.78** | 0.61 | 0.39 | 1.00 |
| MLQ 6 | 0.00 | **0.79** | 0.62 | 0.38 | 1.00 |
| MLQ 7 | **0.72** | 0.09 | 0.54 | 0.46 | 1.03 |
| MLQ 8 | **0.72** | 0.11 | 0.55 | 0.45 | 1.04 |
| MLQ 9 | -0.25 | **0.44** | 0.23 | 0.77 | 1.58 |
| MLQ 10 | **0.83** | -0.11 | 0.68 | 0.32 | 1.03 |
| SS loadings | 2.98 | 2.74 |  |  |  |
| ML1 | 1.00 | 0.15 |  |  |  |
| ML2 | 0.15 | 1.00 |  |  |  |

I then

1