

# Appendix 1

## Descriptive Statistics

### Day 1

#### Descriptive Statistics

	N Statistic	Range Statistic	Minimum Statistic	Maximum Statistic	Mean		Std. Deviation Statistic	Skewness		Kurtosis	
					Statistic	Std. Error		Statistic	Std. Error	Statistic	Std. Error
Alder	117	4	1	5	2,54	,116	1,249	,235	,224	-1,225	,444
Kjønn	117	1	1	2	1,38	,045	,489	,481	,224	-1,800	,444
Leder / Medarbeider	117	1	1	2	1,78	,039	,418	-1,354	,224	-,171	,444
Ansienitet	117	3	1	4	2,43	,125	1,348	,103	,224	-1,802	,444
Valid N (listwise)	117										

### Follower:

#### Alder

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 28 år	29	31,9	31,9	31,9
	29 - 39 år	23	25,3	25,3	57,1
	40 - 50 år	16	17,6	17,6	74,7
	51 - 61 år	19	20,9	20,9	95,6
	62+ år	4	4,4	4,4	100,0
Total		91	100,0	100,0	

#### Kjønn

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kvinne	61	67,0	67,0	67,0
	Mann	30	33,0	33,0	100,0
Total		91	100,0	100,0	

#### Leder / Medarbeider

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Medarbeider	91	100,0	100,0	100,0

#### Ansienitet

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 3 år	45	49,5	49,5	49,5
	4 - 7 år	6	6,6	6,6	56,0
	8 - 11 år	8	8,8	8,8	64,8
	12+ år	32	35,2	35,2	100,0
	Total	91	100,0	100,0	

## Leader:

### Alder

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 28 år	2	7,7	7,7	7,7
	29 - 39 år	9	34,6	34,6	42,3
	40 - 50 år	3	11,5	11,5	53,8
	51 - 61 år	11	42,3	42,3	96,2
	62+ år	1	3,8	3,8	100,0
Total		26	100,0	100,0	

### Kjønn

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kvinne	11	42,3	42,3	42,3
	Mann	15	57,7	57,7	100,0
Total		26	100,0	100,0	

### Leder / Medarbeider

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Leder	26	100,0	100,0	100,0

### Ansienitet

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 3 år	3	11,5	11,5	11,5
	4 - 7 år	8	30,8	30,8	42,3
	8 - 11 år	4	15,4	15,4	57,7
	12+ år	11	42,3	42,3	100,0
Total		26	100,0	100,0	

## Day 2

### Descriptive Statistics

	N Statistic	Range Statistic	Minimum Statistic	Maximum Statistic	Mean		Std. Deviation Statistic	Skewness		Kurtosis	
					Statistic	Std. Error		Statistic	Std. Error	Statistic	Std. Error
Alder	92	4	1	5	2,59	,126	1,206	,118	,251	-1,212	,498
Kjønn	92	1	1	2	1,29	,048	,458	,922	,251	-1,176	,498
Leder / Medarbeider	92	1	1	2	1,78	,043	,415	-1,393	,251	-,061	,498
Ansienitet	92	3	1	4	2,51	,138	1,322	-,024	,251	-1,772	,498
Valid N (listwise)	92										

### Follower:

#### Alder

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 28 år	22	30,6	30,6	30,6
	29 - 39 år	17	23,6	23,6	54,2
	40 - 50 år	16	22,2	22,2	76,4
	51 - 61 år	14	19,4	19,4	95,8
	62+ år	3	4,2	4,2	100,0
Total		72	100,0	100,0	

#### Kjønn

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kvinne	56	77,8	77,8	77,8
	Mann	16	22,2	22,2	100,0
Total		72	100,0	100,0	

#### Leder / Medarbeider

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Medarbeider	72	100,0	100,0	100,0

#### Ansienitet

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 3 år	32	44,4	44,4	44,4
	4 - 7 år	5	6,9	6,9	51,4
	8 - 11 år	9	12,5	12,5	63,9
	12+ år	26	36,1	36,1	100,0
	Total	72	100,0	100,0	

## Leader:

### Alder

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	29 - 39 år	7	35,0	35,0	35,0
	40 - 50 år	3	15,0	15,0	50,0
	51 - 61 år	10	50,0	50,0	100,0
	Total	20	100,0	100,0	

### Kjønn

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kvinne	9	45,0	45,0	45,0
	Mann	11	55,0	55,0	100,0
	Total	20	100,0	100,0	

### Leder / Medarbeider

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Leder	20	100,0	100,0	100,0

### Ansienitet

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 3 år	2	10,0	10,0	10,0
	4 - 7 år	6	30,0	30,0	40,0
	8 - 11 år	4	20,0	20,0	60,0
	12+ år	8	40,0	40,0	100,0
	Total	20	100,0	100,0	

## Day 3

### Descriptive Statistics

	N Statistic	Range Statistic	Minimum Statistic	Maximum Statistic	Mean		Std. Deviation Statistic	Skewness		Kurtosis	
					Statistic	Std. Error		Statistic	Std. Error	Statistic	Std. Error
Alder	97	4	1	5	2,56	,121	1,190	,203	,245	-1,038	,485
Kjønn	97	1	1	2	1,32	,048	,469	,786	,245	-1,412	,485
Leder / Medarbeider	97	1	1	2	1,76	,043	,428	-1,256	,245	-,433	,485
Ansienitet	97	3	1	4	2,56	,131	1,291	-,098	,245	-1,708	,485
Valid N (listwise)	97										

### Follower:

#### Alder

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 28 år	22	29,7	29,7	29,7
	29 - 39 år	17	23,0	23,0	52,7
	40 - 50 år	21	28,4	28,4	81,1
	51 - 61 år	11	14,9	14,9	95,9
	62+ år	3	4,1	4,1	100,0
Total		74	100,0	100,0	

#### Kjønn

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kvinne	55	74,3	74,3	74,3
	Mann	19	25,7	25,7	100,0
Total		74	100,0	100,0	

#### Leder / Medarbeider

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Medarbeider	74	100,0	100,0	100,0

#### Ansienitet

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 3 år	31	41,9	41,9	41,9
	4 - 7 år	4	5,4	5,4	47,3
	8 - 11 år	12	16,2	16,2	63,5
	12+ år	27	36,5	36,5	100,0
	Total	74	100,0	100,0	

## Leader:

### Alder

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 28 år	1	4,3	4,3	4,3
	29 - 39 år	9	39,1	39,1	43,5
	40 - 50 år	2	8,7	8,7	52,2
	51 - 61 år	10	43,5	43,5	95,7
	62+ år	1	4,3	4,3	100,0
	Total		23	100,0	100,0

### Kjønn

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kvinne	11	47,8	47,8	47,8
	Mann	12	52,2	52,2	100,0
	Total	23	100,0	100,0	

### Leder / Medarbeider

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Leder	23	100,0	100,0	100,0

### Ansienitet

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 3 år	2	8,7	8,7	8,7
	4 - 7 år	8	34,8	34,8	43,5
	8 - 11 år	5	21,7	21,7	65,2
	12+ år	8	34,8	34,8	100,0
	Total		23	100,0	100,0

## Correlation between variables:

		Correlations										
		LTFLIC	LTF LIS	TF LIC	TF LIS	ICB TO	ICB PO	ED	Alder	Kjønn	Rolle	Ansienitet
LTF LIC	Pearson Correlation	1	,591**	,117	,202*	,006	,099	-,015	-,142	,091	-,086	-,218*
	Sig. (2-tailed)		,000	,247	,045	,956	,328	,865	,184	,399	,421	,040
	N	130	130	100	99	99	99	130	89	89	89	89
LTF LIS	Pearson Correlation	,591**	1	,224*	,157	,031	,214*	,185*	-,224*	,033	-,030	-,286**
	Sig. (2-tailed)	,000		,025	,120	,761	,033	,035	,035	,760	,780	,007
	N	130	130	100	99	99	99	130	89	89	89	89
TF LIC	Pearson Correlation	,117	,224*	1	,760**	,135	,354**	,249*	-,297**	,040	-,184	-,312**
	Sig. (2-tailed)	,247	,025		,000	,177	,000	,011	,004	,702	,080	,003
	N	100	100	103	102	102	102	103	92	92	92	92
TF LIS	Pearson Correlation	,202*	,157	,760**	1	,214*	,291**	,165	-,235*	-,025	-,103	-,310**
	Sig. (2-tailed)	,045	,120	,000		,031	,003	,097	,024	,813	,329	,003
	N	99	99	102	102	102	102	102	92	92	92	92
ICB TO	Pearson Correlation	,006	,031	,135	,214*	1	,516**	-,082	-,096	,320**	-,064	-,115
	Sig. (2-tailed)	,956	,761	,177	,031		,000	,415	,360	,002	,545	,275
	N	99	99	102	102	102	102	102	92	92	92	92
ICB PO	Pearson Correlation	,099	,214*	,354**	,291**	,516**	1	,283**	-,205*	,177	-,005	-,325**
	Sig. (2-tailed)	,328	,033	,000	,003	,000		,004	,050	,091	,959	,002
	N	99	99	102	102	102	102	102	92	92	92	92
ED	Pearson Correlation	-,015	,185*	,249*	,165	-,082	,283**	1	-,403**	-,341**	,012	-,359**
	Sig. (2-tailed)	,865	,035	,011	,097	,415	,004		,000	,001	,910	,000
	N	130	130	103	102	102	102	133	92	92	92	92
Alder	Pearson Correlation	-,142	-,224*	-,297**	-,235*	-,096	-,205*	-,403**	1	,057	,034	,784**
	Sig. (2-tailed)	,184	,035	,004	,024	,360	,050	,000		,588	,748	,000
	N	89	89	92	92	92	92	92	92	92	92	92
Kjønn	Pearson Correlation	,091	,033	,040	-,025	,320**	,177	-,341**	,057	1	-,073	,092
	Sig. (2-tailed)	,399	,760	,702	,813	,002	,091	,001	,588		,490	,382
	N	89	89	92	92	92	92	92	92	92	92	92
Rolle	Pearson Correlation	-,086	-,030	-,184	-,103	-,064	-,005	,012	,034	-,073	1	,098
	Sig. (2-tailed)	,421	,780	,080	,329	,545	,959	,910	,748	,490		,355
	N	89	89	92	92	92	92	92	92	92	92	92
Ansienitet	Pearson Correlation	-,218*	-,286**	-,312**	-,310**	-,115	-,325**	-,359**	,784**	,092	,098	1
	Sig. (2-tailed)	,040	,007	,003	,003	,275	,002	,000	,000	,382	,355	
	N	89	89	92	92	92	92	92	92	92	92	92

\*\* . Correlation is significant at the 0.01 level (2-tailed).

## Appendix 2

### Factor Analysis

#### TFL IC

Kaiser-Meyer-Olkin Test, Bartlett's Test, Eigenvalue

PCA

	Component	
	1	2
Min nærmeste leder fokuserer på mine styrker	,706	
Min nærmeste leder lærer og hjelper meg	,778	
Min nærmeste leder tar hensyn til ulike behov mellom meg og mine kollegaer	,794	
Jeg fokuserer på mine medarbeidere sine styrker		,844
Jeg lærer og coacher mine medarbeidere		,726
Jeg tar hensyn til at mine medarbeidere har ulike behov		,616
Min nærmeste leder fokuserer på mine styrker	,804	
Min nærmeste leder lærer og hjelper meg	,844	
Min nærmeste leder tar hensyn til ulike behov mellom meg og mine kollegaer	,852	
Jeg fokuserer på mine medarbeidere sine styrker		,818
Jeg lærer og coacher mine medarbeidere		,718
Jeg tar hensyn til at mine medarbeidere har ulike behov		,333
Min nærmeste leder fokuserer på mine styrker	,899	
Min nærmeste leder lærer og hjelper meg	,755	
Min nærmeste leder tar hensyn til ulike behov mellom meg og mine kollegaer	,840	
Jeg fokuserer på mine medarbeidere sine styrker		,543
Jeg lærer og coacher mine medarbeidere		,727
Jeg tar hensyn til at mine medarbeidere har ulike behov		
Extraction Method: Principal Component Analysis. Rotation Method: Oblimin with Kaiser Normalization.		
a. Rotation converged in 4 iterations.		



Kaiser-Meyer-Olkin Test, Bartlett's Test, Eigenvalue

Follower Day 1

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,670
Bartlett's Test of Sphericity	Approx. Chi-Square	255,548
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,101	70,017	70,017	2,101	70,017	70,017
2	,574	19,137	89,154			
3	,325	10,846	100,000			

Extraction Method: Principal Component Analysis.

Follower Day 2

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,690
Bartlett's Test of Sphericity	Approx. Chi-Square	280,387
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,279	75,965	75,965	2,279	75,965	75,965
2	,489	16,314	92,279			
3	,232	7,721	100,000			

Extraction Method: Principal Component Analysis.

Follower Day 3

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,731
Bartlett's Test of Sphericity	Approx. Chi-Square	274,326
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,314	77,136	77,136	2,314	77,136	77,136
2	,365	12,156	89,292			
3	,321	10,708	100,000			
Extraction Method: Principal Component Analysis.						

Leader Day 1

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,683
Bartlett's Test of Sphericity	Approx. Chi-Square	122,528
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,136	71,213	71,213	2,136	71,213	71,213
2	,541	18,040	89,253			
3	,322	10,747	100,000			
Extraction Method: Principal Component Analysis.						

Leader Day 2

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,604
Bartlett's Test of Sphericity	Approx. Chi-Square	88,046
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,088	69,586	69,586	2,088	69,586	69,586
2	,640	21,324	90,910			
3	,273	9,090	100,000			

Extraction Method: Principal Component Analysis.

Leader Day 3

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,522
Bartlett's Test of Sphericity	Approx. Chi-Square	55,025
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,774	59,149	59,149	1,774	59,149	59,149
2	,841	28,020	87,170			
3	,385	12,830	100,000			

Extraction Method: Principal Component Analysis.

## TFL IS

Kaiser-Meyer-Olkin Test, Bartlett's Test, Eigenvalue

	Structure Matrix	
	Component 1	Component 2
Min nærmeste leder hjelper meg til å søke ulike arbeidsrelaterte synspunkter	,772	
Min nærmeste leder oppfordrer meg til å bruke nye arbeidsrelaterte løsninger, ved behov	,565	
Min nærmeste leder oppfordrer meg til å se saker fra ulike sider	,877	
Jeg hjelper mine medarbeidere til å søke ulike synspunkter		,719
Jeg oppfordrer mine medarbeidere til å bruke nye arbeidsrelaterte løsninger ved behov		-,502
Jeg oppfordrer mine medarbeidere til å se saker fra ulike sider	,333	,566
Min nærmeste leder hjelper meg til å søke ulike arbeidsrelaterte synspunkter	,769	
Min nærmeste leder oppfordrer meg til å bruke nye arbeidsrelaterte løsninger, ved behov	,599	
Min nærmeste leder oppfordrer meg til å se saker fra ulike sider	,702	,322
Jeg hjelper mine medarbeidere til å søke ulike synspunkter		,826
Jeg oppfordrer mine medarbeidere til å bruke nye arbeidsrelaterte løsninger ved behov		-,325
Jeg oppfordrer mine medarbeidere til å se saker fra ulike sider		,743
Min nærmeste leder hjelper meg til å søke ulike arbeidsrelaterte synspunkter	,711	
Min nærmeste leder oppfordrer meg til å bruke nye arbeidsrelaterte løsninger, ved behov	,793	
Min nærmeste leder oppfordrer meg til å se saker fra ulike sider	,762	
Jeg hjelper mine medarbeidere til å søke ulike synspunkter		,771
Jeg oppfordrer mine medarbeidere til å bruke nye arbeidsrelaterte løsninger ved behov		,355
Jeg oppfordrer mine medarbeidere til å se saker fra ulike sider		,679

Extraction Method: Principal Component Analysis.  
Rotation Method: Oblimin with Kaiser Normalization.

Without question 12

<b>Pattern Matrix<sup>a</sup></b>		
	Component	
	1	2
Min nærmeste leder hjelper meg til å søke ulike arbeidsrelaterte synspunkter	,804	
Min nærmeste leder oppfordrer meg til å bruke nye arbeidsrelaterte løsninger, ved behov	,567	
Min nærmeste leder oppfordrer meg til å se saker fra ulike sider	,866	
Jeg hjelper mine medarbeidere til å søke ulike synspunkter		,718
Jeg oppfordrer mine medarbeidere til å se saker fra ulike sider		,593
Min nærmeste leder hjelper meg til å søke ulike arbeidsrelaterte synspunkter	,788	
Min nærmeste leder oppfordrer meg til å bruke nye arbeidsrelaterte løsninger, ved behov	,612	
Min nærmeste leder oppfordrer meg til å se saker fra ulike sider	,640	
Jeg hjelper mine medarbeidere til å søke ulike synspunkter		,843
Jeg oppfordrer mine medarbeidere til å se saker fra ulike sider		,808
Min nærmeste leder hjelper meg til å søke ulike arbeidsrelaterte synspunkter	,677	
Min nærmeste leder oppfordrer meg til å bruke nye arbeidsrelaterte løsninger, ved behov	,819	
Min nærmeste leder oppfordrer meg til å se saker fra ulike sider	,750	
Jeg hjelper mine medarbeidere til å søke ulike synspunkter		,749
Jeg oppfordrer mine medarbeidere til å se saker fra ulike sider		,703

Extraction Method: Principal Component Analysis.  
 Rotation Method: Oblimin with Kaiser Normalization.

a. Rotation converged in 4 iterations.

Follower Day 1

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,634
Bartlett's Test of Sphericity	Approx. Chi-Square	246,932
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,033	67,783	67,783	2,033	67,783	67,783
2	,669	22,291	90,073			
3	,298	9,927	100,000			

Extraction Method: Principal Component Analysis.

Follower Day 2

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,705
Bartlett's Test of Sphericity	Approx. Chi-Square	200,574
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,146	71,538	71,538	2,146	71,538	71,538
2	,480	16,011	87,549			
3	,374	12,451	100,000			

Extraction Method: Principal Component Analysis.

Follower Day 3

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,722
Bartlett's Test of Sphericity	Approx. Chi-Square	315,561
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,358	78,601	78,601	2,358	78,601	78,601
2	,388	12,942	91,543			
3	,254	8,457	100,000			

Extraction Method: Principal Component Analysis.

Leader Day 1

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,564
Bartlett's Test of Sphericity	Approx. Chi-Square	31,516
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,556	51,854	51,854	1,556	51,854	51,854
2	,873	29,109	80,963			
3	,571	19,037	100,000			

Extraction Method: Principal Component Analysis.

## Leader Day 2

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,551
Bartlett's Test of Sphericity	Approx. Chi-Square	85,880
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,953	65,086	65,086	1,953	65,086	65,086
2	,812	27,063	92,150			
3	,236	7,850	100,000			

Extraction Method: Principal Component Analysis.

## Leader Day 3

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,701
Bartlett's Test of Sphericity	Approx. Chi-Square	88,239
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,113	70,426	70,426	2,113	70,426	70,426
2	,492	16,415	86,841			
3	,395	13,159	100,000			

Extraction Method: Principal Component Analysis.



**Without question 12**

**Leader Day 1**

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,500
Bartlett's Test of Sphericity	Approx. Chi-Square	24,973
	df	1
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,426	71,316	71,316	1,426	71,316	71,316
2	,574	28,684	100,000			

Extraction Method: Principal Component Analysis.

**Leader Day 2**

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,500
Bartlett's Test of Sphericity	Approx. Chi-Square	73,388
	df	1
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,753	87,674	87,674	1,753	87,674	87,674
2	,247	12,326	100,000			

Extraction Method: Principal Component Analysis.

### **Leader Day 3**

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,500
Bartlett's Test of Sphericity	Approx. Chi-Square	41,056
	df	1
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,581	79,073	79,073	1,581	79,073	79,073
2	,419	20,927	100,000			

Extraction Method: Principal Component Analysis.

# ICB TO

## Kaiser-Meyer-Olkin Test, Bartlett's Test, Eigenvalue

	Component	
	1	2
Jeg tar på meg ekstra ansvar for å hjelpe kollegaer når ting er ekstra krevende på jobb for de		,786
Jeg hjelper mine kollegaer som henger etter i arbeidet sitt		,512
Jeg gjør det lille ekstra for å hjelpe mine kollegaer med arbeidsrelaterte problemer		,660
Ditt team tar ekstra ansvar for å hjelpe medkollegaer i teamet når oppgaver er ekstra krevende på jobb	,762	
Ditt team hjelper medkollegaer i teamet som henger etter med arbeidet sitt	,861	
Ditt team gjør det lille ekstra for å hjelpe sine medkollegaer med arbeidsrelaterte problemer		
Jeg tar på meg ekstra ansvar for å hjelpe kollegaer når ting er ekstra krevende på jobb for de		,716
Jeg hjelper mine kollegaer som henger etter i arbeidet sitt		,664
Jeg gjør det lille ekstra for å hjelpe mine kollegaer med arbeidsrelaterte problemer		,653
Ditt team tar ekstra ansvar for å hjelpe medkollegaer i teamet når oppgaver er ekstra krevende på jobb	,721	
Ditt team hjelper medkollegaer i teamet som henger etter med arbeidet sitt		
Ditt team gjør det lille ekstra for å hjelpe sine medkollegaer med arbeidsrelaterte problemer	,812	
Jeg tar på meg ekstra ansvar for å hjelpe kollegaer når ting er ekstra krevende på jobb for de		,551
Jeg hjelper mine kollegaer som henger etter i arbeidet sitt		,744
Jeg gjør det lille ekstra for å hjelpe mine kollegaer med arbeidsrelaterte problemer		,768
Ditt team tar ekstra ansvar for å hjelpe medkollegaer i teamet når oppgaver er ekstra krevende på jobb	,807	
Ditt team hjelper medkollegaer i teamet som henger etter med arbeidet sitt	,754	
Ditt team gjør det lille ekstra for å hjelpe sine medkollegaer med arbeidsrelaterte problemer	,879	

Extraction Method: Principal Component Analysis.  
 Rotation Method: Oblimin with Kaiser Normalization.

a. Rotation converged in 6 iterations.

Follower Day 1

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,613
Bartlett's Test of Sphericity	Approx. Chi-Square	113,011
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,742	58,074	58,074	1,742	58,074	58,074
2	,762	25,401	83,475			
3	,496	16,525	100,000			

Extraction Method: Principal Component Analysis.

Follower Day 2

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,686
Bartlett's Test of Sphericity	Approx. Chi-Square	147,248
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,994	66,456	66,456	1,994	66,456	66,456
2	,545	18,180	84,636			
3	,461	15,364	100,000			

Extraction Method: Principal Component Analysis.

Follower Day 3

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,682
Bartlett's Test of Sphericity	Approx. Chi-Square	190,922
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,092	69,736	69,736	2,092	69,736	69,736
2	,546	18,197	87,933			
3	,362	12,067	100,000			

Extraction Method: Principal Component Analysis.

Leader Day 1

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,688
Bartlett's Test of Sphericity	Approx. Chi-Square	100,322
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,060	68,678	68,678	2,060	68,678	68,678
2	,536	17,867	86,545			
3	,404	13,455	100,000			

Extraction Method: Principal Component Analysis.

Leader Day 2

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,661
Bartlett's Test of Sphericity	Approx. Chi-Square	184,720
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,398	79,938	79,938	2,398	79,938	79,938
2	,502	16,737	96,674			
3	,100	3,326	100,000			

Extraction Method: Principal Component Analysis.

Leader Day 3

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,678
Bartlett's Test of Sphericity	Approx. Chi-Square	187,959
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,478	82,613	82,613	2,478	82,613	82,613
2	,376	12,522	95,135			
3	,146	4,865	100,000			

Extraction Method: Principal Component Analysis.

## ICB PO

Kaiser-Meyer-Olkin Test, Bartlett's Test, Eigenvalue

	Component	
	1	2
Jeg lytter til mine kollegaer når de ønsker å prate om noe	,781	
Jeg tar meg tid til å lytte til kollegaers problemer og bekymringer	,805	
Jeg bryr meg om mine kollegaer	,756	
Ditt team lytter til sine medkollegaer når de har noe de ønsker å prate om		,684
Ditt team tar seg tid til å lytte til medkollegaer sine problemer og bekymringer		,782
Ditt team bryr seg om sine medkollegaer		,419
Jeg lytter til mine kollegaer når de ønsker å prate om noe	,843	
Jeg tar meg tid til å lytte til kollegaers problemer og bekymringer	,856	
Jeg bryr meg om mine kollegaer	,784	
Ditt team lytter til sine medkollegaer når de har noe de ønsker å prate om		,866
Ditt team tar seg tid til å lytte til medkollegaer sine problemer og bekymringer	,313	,746
Ditt team bryr seg om sine medkollegaer		,592
Jeg lytter til mine kollegaer når de ønsker å prate om noe	,852	
Jeg tar meg tid til å lytte til kollegaers problemer og bekymringer	,863	
Jeg bryr meg om mine kollegaer	,859	
Ditt team lytter til sine medkollegaer når de har noe de ønsker å prate om		,922
Ditt team tar seg tid til å lytte til medkollegaer sine problemer og bekymringer		,842
Ditt team bryr seg om sine medkollegaer		
Extraction Method: Principal Component Analysis. Rotation Method: Oblimin with Kaiser Normalization.		
a. Rotation converged in 4 iterations.		

Follower Day 1

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,656
Bartlett's Test of Sphericity	Approx. Chi-Square	297,639
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,141	71,369	71,369	2,141	71,369	71,369
2	,595	19,827	91,196			
3	,264	8,804	100,000			

Extraction Method: Principal Component Analysis.

Follower Day 2

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,696
Bartlett's Test of Sphericity	Approx. Chi-Square	328,609
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,342	78,080	78,080	2,342	78,080	78,080
2	,458	15,272	93,352			
3	,199	6,648	100,000			

Extraction Method: Principal Component Analysis.



Follower Day 3

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,643
Bartlett's Test of Sphericity	Approx. Chi-Square	372,331
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,381	79,358	79,358	2,381	79,358	79,358
2	,472	15,721	95,079			
3	,148	4,921	100,000			

Extraction Method: Principal Component Analysis.

Leader Day 1

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,729
Bartlett's Test of Sphericity	Approx. Chi-Square	252,591
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,511	83,715	83,715	2,511	83,715	83,715
2	,331	11,048	94,763			
3	,157	5,237	100,000			

Extraction Method: Principal Component Analysis.

## Leader Day 2

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,532
Bartlett's Test of Sphericity	Approx. Chi-Square	213,603
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,473	82,424	82,424	2,473	82,424	82,424
2	,457	15,247	97,671			
3	,070	2,329	100,000			
Extraction Method: Principal Component Analysis.						

## Leader Day 3

<b>KMO and Bartlett's Test</b>		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,588
Bartlett's Test of Sphericity	Approx. Chi-Square	145,567
	df	3
	Sig.	,000

<b>Total Variance Explained</b>						
Component	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2,143	71,430	71,430	2,143	71,430	71,430
2	,704	23,483	94,913			
3	,153	5,087	100,000			
Extraction Method: Principal Component Analysis.						

### Appendix 3

#### *Reliability Testing*

Cronbach's Alpha

**Day 1**

##### ED Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,387	2

##### IC Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,678	3

##### IS Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,219	3

##### Without Question 12

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,551	2

ICBTO Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,727	3

ICBPO Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,813	3

ED Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,639	2

IC Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,784	3

IS Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,759	3

ICBTO Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,629	3

ICBPO Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,793	3

**Day 2**

ED Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,245	2

IC Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,765	3

IS Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,802	3

Without Question 12

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,870	2

ICBTO Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,865	3

ICBPO Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,900	3

ED Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,759	2

IC Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,841	3

IS Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,799	3

ICBTO Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,743	3

ICBPO Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,857	3

**Day 3**

ED Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,491	2

IC Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,585	3

IS Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,697	3

Without Question 12

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,596	2

ICBTO Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,865	3

ICBPO Leader

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,810	3

ED Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,730	2



IC Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,852	3

IS Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,861	3

ICBTO Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,779	3

ICBPO Follower

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,864	3

## Appendix 4

### *Hypothesis Testing with Control Questions*

#### *Hypothesis 1*

H1a)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,876	,465		8,337	,000
	Alder (F1)	-,018	,058	-,050	-,306	,760
	Kjønn (F1)	,304	,095	,329	3,190	,002
	Ansienitet (F1)	-,040	,053	-,127	-,757	,451
	LTF LIC	-,042	,094	-,048	-,452	,652

a. Dependent Variable: ICBTO

H1b)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,086	,472		8,656	,000
	Alder (F1)	,041	,059	,113	,706	,482
	Kjønn (F1)	,201	,097	,210	2,079	,041
	Ansienitet (F1)	-,145	,054	-,440	-2,693	,009
	LTF LIC	,026	,095	,028	,268	,789

a. Dependent Variable: ICBPO

H1c)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,730	,450		8,284	,000
	Alder (F1)	-,019	,058	-,054	-,330	,742
	Kjønn (F1)	,300	,095	,325	3,156	,002
	Ansienitet (F1)	-,037	,053	-,116	-,694	,490
	LTF LIS	-,011	,092	-,012	-,116	,908

a. Dependent Variable: ICBTO

H1d)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,491	,449		7,778	,000
	Alder (F1)	,042	,058	,115	,729	,468
	Kjønn (F1)	,194	,095	,203	2,052	,043
	Ansienitet (F1)	-,130	,053	-,396	-2,464	,016
	LTF LIS	,158	,091	,177	1,730	,087

a. Dependent Variable: ICBPO

## Hypothesis 2

H2a)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,228	,363		8,903	,000
	Alder (F1)	,005	,057	,016	,097	,923
	Kjønn (F1)	,304	,094	,323	3,232	,002
	Ansienitet (F1)	-,036	,052	-,113	-,698	,487
	TFLIC	,101	,076	,141	1,335	,185

a. Dependent Variable: ICBTO

H2b)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,257	,352		9,264	,000
	Alder (F1)	,065	,055	,178	1,174	,244
	Kjønn (F1)	,184	,091	,190	2,020	,046
	Ansienitet (F1)	-,128	,050	-,388	-2,539	,013
	TFLIC	,224	,074	,302	3,046	,003

a. Dependent Variable: ICBPO

H2c)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,939	,357		8,233	,000
	Alder (F1)	-,003	,056	-,008	-,052	,958
	Kjønn (F1)	,312	,092	,332	3,390	,001
	Ansienitet (F1)	-,021	,051	-,067	-,413	,681
	TFLIS	,176	,077	,234	2,286	,025

a. Dependent Variable: ICBTO

H2d)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,420	,359		9,532	,000
	Alder (F1)	,048	,056	,132	,861	,392
	Kjønn (F1)	,203	,092	,210	2,195	,031
	Ansienitet (F1)	-,122	,052	-,372	-2,362	,020
	TFLIS	,190	,077	,246	2,459	,016

a. Dependent Variable: ICBPO

### Hypothesis 3

H3a) LTFLIC -> TFLIC -> ICBTO

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,154	,657		4,798	,000
	Alder (F1)	-,071	,082	-,142	-,872	,386
	Kjønn (F1)	,063	,135	,048	,470	,640
	Ansienitet (F1)	-,073	,075	-,163	-,979	,331
	LTFLIC	,219	,133	,173	1,652	,102

a. Dependent Variable: TFLIC

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,731	,260		14,326	,000
	TFLIC	,089	,065	,135	1,360	,177

a. Dependent Variable: ICBTO

Sobel test equals: Sig: 0.2634

H3b) LTFLIC -> TFLIC -> ICBPO

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,154	,657		4,798	,000
	Alder (F1)	-,071	,082	-,142	-,872	,386
	Kjønn (F1)	,063	,135	,048	,470	,640
	Ansienitet (F1)	-,073	,075	-,163	-,979	,331
	LTFLIC	,219	,133	,173	1,652	,102

a. Dependent Variable: TFLIC

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,321	,265		12,517	,000
	TFLIC	,253	,067	,354	3,791	,000

a. Dependent Variable: ICBPO

Sobel test equals: Sig: 0.084

H3c)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,335	,590		5,654	,000
	Alder (F1)	,042	,076	,092	,552	,583
	Kjønn (F1)	,020	,124	,017	,163	,871
	Ansienitet (F1)	-,134	,069	-,328	-1,937	,056
	LTFLIS	,141	,120	,126	1,169	,246

a. Dependent Variable: TFLIS

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,499	,268		13,043	,000
	TFLIS	,154	,070	,214	2,192	,031

a. Dependent Variable: ICBTO

Sobel test equals: Sig: 0.3

H3d)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,335	,590		5,654	,000
	Alder (F1)	,042	,076	,092	,552	,583
	Kjønn (F1)	,020	,124	,017	,163	,871
	Ansienitet (F1)	-,134	,069	-,328	-1,937	,056
	LTF LIS	,141	,120	,126	1,169	,246

a. Dependent Variable: TFLIS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,462	,284		12,201	,000
	TFLIS	,226	,074	,291	3,038	,003

a. Dependent Variable: ICBPO

Sobel test equals: Sig: 0.27

*Hypothesis 4*

H4a)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3,724	2,485		-1,499	,138
	Alder (F1)	-,028	,078	-,057	-,364	,717
	Kjønn (F1)	,161	,134	,122	1,201	,233
	Ansienitet (F1)	-,078	,071	-,173	-1,090	,279
	LTF LIC	1,503	,534	1,188	2,815	,006
	ED	2,694	,989	2,705	2,725	,008
	EDxLTF LIC	-,522	,213	-2,660	-2,452	,016

a. Dependent Variable: TFLIC

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,731	,260		14,326	,000
	TFLIC	,089	,065	,135	1,360	,177

a. Dependent Variable: ICBTO

Sobel test equals: sig: 0.23009002

H4b)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3,724	2,485		-1,499	,138
	Alder (F1)	-,028	,078	-,057	-,364	,717
	Kjønn (F1)	,161	,134	,122	1,201	,233
	Ansienitet (F1)	-,078	,071	-,173	-1,090	,279
	LTFLIC	1,503	,534	1,188	2,815	,006
	ED	2,694	,989	2,705	2,725	,008
	EDxLTFLIC	-,522	,213	-2,660	-2,452	,016

a. Dependent Variable: TFLIC

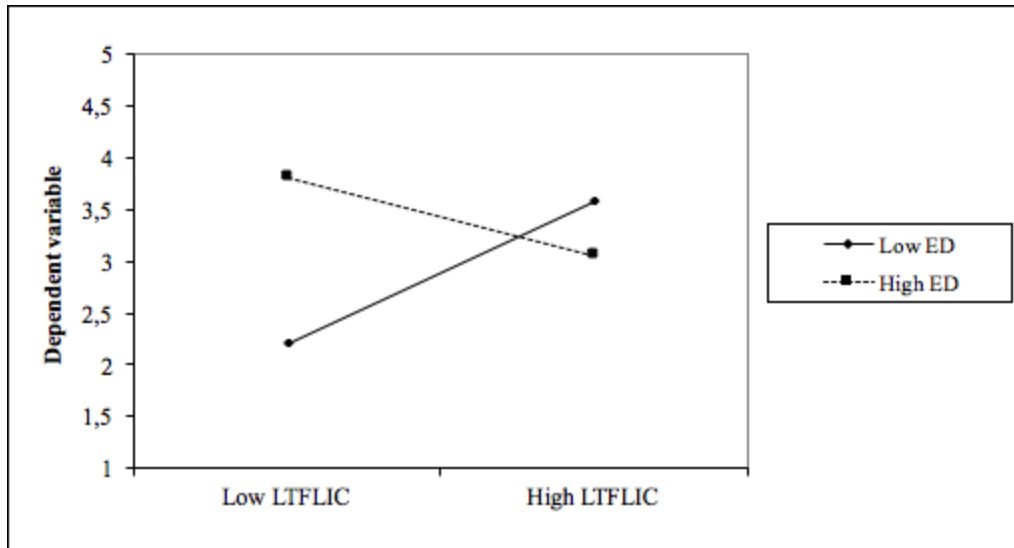
### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,321	,265		12,517	,000
	TFLIC	,253	,067	,354	3,791	,000

a. Dependent Variable: ICBPO

Sobel test equals: sig: 0.039

MODERATOR PRESENTATION:



H4c)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1,102	1,939		-,568	,571
	Alder (F1)	,032	,076	,069	,417	,677
	Kjønn (F1)	,021	,130	,018	,161	,872
	Ansienitet (F1)	-,128	,068	-,314	-1,889	,062
	ED	1,879	,783	2,071	2,401	,019
	LTF LIS	1,129	,447	1,015	2,523	,014
	EDxLTF LIS	-,414	,176	-2,491	-2,346	,021

a. Dependent Variable: TFLIS

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,499	,268		13,043	,000
	TFLIS	,154	,070	,214	2,192	,031

a. Dependent Variable: ICBTO

Sobel test equals: Sig: 0.108



H4d)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1,102	1,939		-,568	,571
	Alder (F1)	,032	,076	,069	,417	,677
	Kjønn (F1)	,021	,130	,018	,161	,872
	Ansienitet (F1)	-,128	,068	-,314	-1,889	,062
	ED	1,879	,783	2,071	2,401	,019
	LTF LIS	1,129	,447	1,015	2,523	,014
	EDxLTF LIS	-,414	,176	-2,491	-2,346	,021

a. Dependent Variable: TFLIS

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,462	,284		12,201	,000
	TFLIS	,226	,074	,291	3,038	,003

a. Dependent Variable: ICBPO

Sobel test equals: Sig: 0.06

## Appendix 5

### *Hypothesis-Testing without Control Questions*

#### *Hypothesis 1*

H1a)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,049	,382		10,608	,000
	LTFLIC	,005	,083	,006	,055	,956

a. Dependent Variable: ICBTO

H1b)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,908	,414		9,435	,000
	LTFLIC	,088	,090	,099	,983	,328

a. Dependent Variable: ICBPO

H1c)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,956	,374		10,567	,000
	LTF LIS	,026	,085	,031	,306	,761

a. Dependent Variable: ICBTO

H1d)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,456	,399		8,662	,000
	LTF LIS	,196	,091	,214	2,159	,033

a. Dependent Variable: ICBPO

## Hypothesis 2

H2a)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,731	,260		14,326	,000
	TFLIC	,089	,065	,135	1,360	,177

a. Dependent Variable: ICBTO

H2b)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,321	,265		12,517	,000
	TFLIC	,253	,067	,354	3,791	,000

a. Dependent Variable: ICBPO

H2c)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,499	,268		13,043	,000
	TFLIS	,154	,070	,214	2,192	,031

a. Dependent Variable: ICBTO

H2d)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,462	,284		12,201	,000
	TFLIS	,226	,074	,291	3,038	,003

a. Dependent Variable: ICBPO

Hypothesis 3

H3a)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,256	,592		5,501	,000
	LTF LIC	,149	,128	,117	1,165	,247

a. Dependent Variable: TFLIC

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,731	,260		14,326	,000
	TFLIC	,089	,065	,135	1,360	,177

a. Dependent Variable: ICBTO

Sobel test equals: Sig: 0.375

H3b)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,256	,592		5,501	,000
	LTF LIC	,149	,128	,117	1,165	,247

a. Dependent Variable: TFLIC

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,321	,265		12,517	,000
	TFLIC	,253	,067	,354	3,791	,000

a. Dependent Variable: ICBPO

Sobel test equals: Sig: 0.26

H3c)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,003	,501		5,990	,000
	LTFLIS	,179	,114	,157	1,569	,120

a. Dependent Variable: TFLIS

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,499	,268		13,043	,000
	TFLIS	,154	,070	,214	2,192	,031

a. Dependent Variable: ICBTO

Sobel test equals: Sig: 0.2

H3d)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,003	,501		5,990	,000
	LTF LIS	,179	,114	,157	1,569	,120

a. Dependent Variable: TFLIS

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,462	,284		12,201	,000
	TFLIS	,226	,074	,291	3,038	,003

a. Dependent Variable: ICBPO

Sobel test equals: Sig: 0.16

### Hypothesis 4

H4a)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,293	,246		13,386	,000
	EDxLTF LIC	,058	,021	,266	2,734	,007

a. Dependent Variable: TFLIC

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,731	,260		14,326	,000
	TFLIC	,089	,065	,135	1,360	,177

a. Dependent Variable: ICBTO

Sobel test equals: Sig: 0.2199

H4b)

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,293	,246		13,386	,000
	EDxLTFLIC	,058	,021	,266	2,734	,007

a. Dependent Variable: TFLIC

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,321	,265		12,517	,000
	TFLIC	,253	,067	,354	3,791	,000

a. Dependent Variable: ICBPO

Sobel test equals: Sig: 0.026

H4c)

### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	3,539	,199	17,792	,000
	EDxLTFLIS	,023	,018	,129	,201

a. Dependent Variable: TFLIS

### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	3,499	,268	13,043	,000
	TFLIS	,154	,070	,214	,031

a. Dependent Variable: ICBTO

Sobel test equals: Sig: 0.27

H4d)

### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	3,539	,199	17,792	,000
	EDxLTFLIS	,023	,018	,129	,201

a. Dependent Variable: TFLIS

### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	3,462	,284	12,201	,000
	TFLIS	,226	,074	,291	,003

a. Dependent Variable: ICBPO

Sobel test equals: Sig: 0.238



## Appendix 6

### *Proof for Discussion*

#### Evidence of Self-, and Other Rating.

#### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
LTFLIC	130	3,00	5,00	4,6085	,52944
TFLIC	103	1,67	5,00	3,9391	,66323
LTFLIS	130	3,25	5,00	4,3244	,50495
TFLIS	102	2,11	5,00	3,7674	,60307
ICBTO	102	2,67	5,00	4,0801	,43419
LICBTO	390	3,22	5,00	4,2761	,47857
ICBPO	102	3,33	5,00	4,3137	,46885
LICBPO	390	3,33	5,00	4,5517	,48175
Valid N (listwise)	94				

#### LTFLIC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	8	2,0	6,2	6,2
	3,56	4	1,0	3,1	9,2
	4,22	3	,8	2,3	11,5
	4,22	3	,8	2,3	13,8
	4,33	15	3,8	11,5	25,4
	4,33	3	,8	2,3	27,7
	4,44	4	1,0	3,1	30,8
	4,50	1	,3	,8	31,5
	4,67	9	2,3	6,9	38,5
	4,67	10	2,5	7,7	46,2
	4,78	5	1,3	3,8	50,0
	4,83	1	,3	,8	50,8
	4,89	19	4,8	14,6	65,4
	5,00	45	11,3	34,6	100,0
	Total		130	32,6	100,0
Missing	System	269	67,4		
Total		399	100,0		

**TFLIC**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,67	1	,3	1,0	1,0
	2,33	1	,3	1,0	1,9
	2,56	1	,3	1,0	2,9
	2,67	1	,3	1,0	3,9
	2,67	1	,3	1,0	4,9
	2,78	1	,3	1,0	5,8
	2,89	2	,5	1,9	7,8
	3,00	4	1,0	3,9	11,7
	3,11	2	,5	1,9	13,6
	3,17	1	,3	1,0	14,6
	3,22	1	,3	1,0	15,5
	3,33	1	,3	1,0	16,5
	3,33	2	,5	1,9	18,4
	3,44	2	,5	1,9	20,4
	3,50	1	,3	1,0	21,4
	3,56	3	,8	2,9	24,3
	3,56	1	,3	1,0	25,2
	3,67	9	2,3	8,7	34,0
	3,78	2	,5	1,9	35,9
	3,78	2	,5	1,9	37,9
3,89	6	1,5	5,8	43,7	
	4,00	18	4,5	17,5	62,1
	4,11	3	,8	2,9	65,0
	4,22	1	,3	1,0	66,0
	4,22	2	,5	1,9	68,0
	4,33	7	1,8	6,8	74,8
	4,33	2	,5	1,9	76,7
	4,44	1	,3	1,0	77,7
	4,50	1	,3	1,0	78,6
	4,56	1	,3	1,0	79,6
	4,67	8	2,0	7,8	87,4
	4,78	1	,3	1,0	88,3
	4,78	2	,5	1,9	90,3
	4,83	2	,5	1,9	92,2
	4,89	2	,5	1,9	94,2
	5,00	6	1,5	5,8	100,0
	Total	103	25,8	100,0	
Missing	System	296	74,2		
Total		399	100,0		

**LTF LIS**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,25	3	,8	2,3	2,3
	3,50	8	2,0	6,2	8,5
	3,67	4	1,0	3,1	11,5
	3,75	9	2,3	6,9	18,5
	4,00	31	7,8	23,8	42,3
	4,17	3	,8	2,3	44,6
	4,25	5	1,3	3,8	48,5
	4,33	1	,3	,8	49,2
	4,50	29	7,3	22,3	71,5
	4,75	1	,3	,8	72,3
	4,83	8	2,0	6,2	78,5
	5,00	28	7,0	21,5	100,0
	Total	130	32,6	100,0	
Missing	System	269	67,4		
Total		399	100,0		

**TFLIS**

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	2,11	1	,3	1,0	1,0	
	2,17	1	,3	1,0	2,0	
	2,33	2	,5	2,0	3,9	
	2,56	1	,3	1,0	4,9	
	2,67	3	,8	2,9	7,8	
	2,78	1	,3	1,0	8,8	
	2,89	1	,3	1,0	9,8	
	3,00	5	1,3	4,9	14,7	
	3,22	3	,8	2,9	17,6	
	3,33	7	1,8	6,9	24,5	
	3,44	2	,5	2,0	26,5	
	3,50	3	,8	2,9	29,4	
	3,56	2	,5	2,0	31,4	
	3,67	9	2,3	8,8	40,2	
	3,78	2	,5	2,0	42,2	
	3,78	3	,8	2,9	45,1	
	3,89	4	1,0	3,9	49,0	
	4,00	24	6,0	23,5	72,5	
	4,11	7	1,8	6,9	79,4	
	4,11	1	,3	1,0	80,4	
	4,17	1	,3	1,0	81,4	
	4,33	9	2,3	8,8	90,2	
	4,33	1	,3	1,0	91,2	
	4,56	2	,5	2,0	93,1	
	4,67	4	1,0	3,9	97,1	
	5,00	3	,8	2,9	100,0	
	Total	102	25,6	100,0		
	Missing	System	297	74,4		
	Total		399	100,0		

## Appendix 7

### *Electronic Dependence*

#### Question 5

		<b>ED</b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	2	1,5	1,5	1,5
	1,33	2	1,5	1,5	3,0
	1,50	5	3,8	3,8	6,8
	1,67	10	7,5	7,5	14,3
	1,83	8	6,0	6,0	20,3
	2,00	22	16,5	16,5	36,8
	2,17	12	9,0	9,0	45,9
	2,25	1	,8	,8	46,6
	2,33	9	6,8	6,8	53,4
	2,50	8	6,0	6,0	59,4
	2,67	9	6,8	6,8	66,2
	2,75	1	,8	,8	66,9
	2,83	8	6,0	6,0	72,9
	3,00	18	13,5	13,5	86,5
	3,17	3	2,3	2,3	88,7
	3,25	1	,8	,8	89,5
	3,33	4	3,0	3,0	92,5
	3,50	4	3,0	3,0	95,5
	3,67	2	1,5	1,5	97,0
	3,83	1	,8	,8	97,7
4,00	3	2,3	2,3	100,0	
Total		133	100,0	100,0	

**Question 7****QF7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	33	24,8	33,0	33,0
	1,33	10	7,5	10,0	43,0
	1,67	4	3,0	4,0	47,0
	2,00	12	9,0	12,0	59,0
	2,33	7	5,3	7,0	66,0
	2,67	1	,8	1,0	67,0
	3,00	18	13,5	18,0	85,0
	3,33	1	,8	1,0	86,0
	3,50	2	1,5	2,0	88,0
	3,67	3	2,3	3,0	91,0
	4,00	8	6,0	8,0	99,0
	5,00	1	,8	1,0	100,0
Total		100	75,2	100,0	
Missing	System	33	24,8		
Total		133	100,0		

**QL7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	47	35,3	36,2	36,2
	1,33	5	3,8	3,8	40,0
	1,50	3	2,3	2,3	42,3
	1,67	23	17,3	17,7	60,0
	2,00	34	25,6	26,2	86,2
	2,33	12	9,0	9,2	95,4
	2,50	4	3,0	3,1	98,5
	3,33	2	1,5	1,5	100,0
	Total		130	97,7	100,0
Missing	System	3	2,3		
Total		133	100,0		