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# TEACHER SELF-EFFICACY AS A MEDIATOR BETWEEN INSTRUCTIONAL LEADERSHIP AND TEACHER PERFORMANCE IN SHANGHAI HIGH SCHOOLS AFTER THE COVID-19 PANDEMIC

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# Abstrak

Pandemik COVID-19 telah mengubah amalan pengajaran di sekolah menengah, termasuk di Shanghai, apabila guru perlu menyesuaikan diri dengan pembelajaran dalam talian dan teradun. Walaupun kepimpinan instruksional, efikasi kendiri guru dan prestasi guru telah banyak dikaji, hubungan antara ketiga-tiga konstruk ini dalam konteks sekolah menengah Shanghai pasca-pandemik masih kurang diterokai. Kajian ini bertujuan untuk meneliti hubungan antara kepimpinan instruksional, efikasi kendiri guru dan prestasi guru. Kajian ini juga menilai peranan efikasi kendiri guru sebagai pengantara dalam hubungan antara kepimpinan instruksional dan prestasi guru. Kajian ini menggunakan reka bentuk kuantitatif keratan rentas. Data dikumpulkan daripada 423 orang guru sekolah menengah di Shanghai menggunakan instrumen soal selidik yang telah disahkan. Data dianalisis menggunakan kaedah Pemodelan Persamaan Berstruktur Kuasa Dua Terkecil Separa (PLS-SEM). Dapatan kajian menunjukkan bahawa kepimpinan instruksional mempunyai hubungan yang signifikan dengan efikasi kendiri guru dan prestasi guru. Dimensi kepimpinan instruksional, termasuk penetapan misi sekolah, pengurusan program instruksional dan pembentukan persekitaran pembelajaran yang positif, turut menyumbang kepada keberhasilan guru. Efikasi kendiri guru didapati menjadi pengantara sebahagian hubungan antara kepimpinan instruksional dan prestasi guru. Ini menunjukkan bahawa keyakinan guru terhadap keupayaan pengajaran mereka merupakan mekanisme penting yang menghubungkan amalan kepimpinan dengan prestasi guru. Faktor demografi seperti pengalaman mengajar dan kelayakan akademik juga didapati mempengaruhi persepsi guru terhadap kepimpinan instruksional. Dapatan ini menunjukkan kepentingan memahami perbezaan latar belakang guru dalam menilai amalan kepimpinan sekolah. Kajian ini menyumbang kepada pengintegrasian Teori Kepimpinan Instruksional dan Teori Penentuan Kendiri dalam konteks pendidikan China pasca-pandemik. Secara praktikal, dapatan ini menekankan kepentingan latihan kepimpinan, sokongan profesional guru dan intervensi polisi untuk meningkatkan efikasi kendiri serta prestasi guru.

**Kata Kunci:** kepimpinan instruksional, efikasi kendiri guru, prestasi guru, sekolah menengah Shanghai, pendidikan pasca-pandemik.

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# Abstract

The COVID-19 pandemic transformed teaching practices in high schools, including in Shanghai, where teachers had to adapt to online and blended learning. Although instructional leadership, teacher self-efficacy, and teacher performance have been widely studied, the relationship among these constructs in Shanghai high schools in the post-pandemic context remains underexplored. This study aimed to examine the relationship between instructional leadership, teacher self-efficacy, and teacher performance. It also evaluated the mediating role of teacher self-efficacy in the relationship between instructional leadership and teacher performance. This study employed a quantitative cross-sectional design. Data were collected from 423 high school teachers in Shanghai using validated questionnaire instruments. The data were analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) method. The findings showed that instructional leadership was significantly related to teacher self-efficacy and teacher performance. The dimensions of instructional leadership, including defining the school mission, managing instructional programs, and developing a positive learning environment, also contributed to teacher outcomes. Teacher self-efficacy was found to partially mediate the relationship between instructional leadership and teacher performance. This indicates that teacher's confidence in their instructional capability is an important mechanism linking leadership practices with teacher performance. Demographic factors such as teaching experience and educational qualification also influenced teachers' perceptions of instructional leadership. This finding highlights the importance of understanding teachers' background differences when evaluating school leadership practices. This study contributes to the integrating Instructional Leadership Theory and Self-Determination Theory in the post-pandemic Chinese educational context. Practically, the findings emphasize the importance of leadership training, teacher professional support, and policy interventions to enhance teacher self-efficacy and teacher performance.



**Keywords:** instructional leadership, teacher self-efficacy, teacher performance, Shanghai high schools, post-pandemic education.



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# CHAPTER ONE

# INTRODUCTION

## 1.1 Introduction

Since the outbreak of the COVID-19 pandemic at the end of 2019, the global education system has undergone unprecedented disruptions and transformations. To curb the spread of the virus, governments worldwide implemented measures such as school closures and social distancing, which severely affected traditional classroom teaching models (UNESCO, 2020). The United Nations Educational, Scientific and Cultural Organization (UNESCO) pointed out that this was the largest educational disruption in history (UNESCO, 2021). This large-scale disruption posed severe challenges to various levels of the education system. In response to these challenges, educational institutions and teachers were forced to quickly adapt to new teaching environments by implementing online teaching to ensure the continuity and quality of education (Bozkurt et al., 2021). This transition not only altered the mode of delivery but also had profound effects on teaching methods and student engagement.

To cope with school closures, educational institutions worldwide rapidly transitioned to online teaching by using video conferencing software, online learning platforms, and digital resources, allowing teachers to continue their educational activities (Hodges et al., 2024).

However, the implementation of online teaching also encountered numerous challenges. First, inadequate technological infrastructure exacerbated the digital divide. Many

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# Appendix A

## Questionnaire

**Teacher Self-Efficacy as a Mediator between Instructional Leadership and Teacher Performance in Shanghai High Schools after the Covid-19 Pandemic**




Dear Respondent:

I am a PhD student at the School of Education, Universiti Utara Malaysia (UUM), currently working on my doctoral research project on Navigating Change: A Study of Instructional Leadership, Teacher Self-Efficacy, and Teacher Performance in Shanghai High Schools After the COVID-19 Pandemic. You are requested to fill in this questionnaire choosing the answers that best suit your opinion. It will take around 20 minutes. Please note that your data will be kept fully confidential, used only for research purposes, and not sold to any party.

Thank you for your participation and sincere responses.

YuanJiang
Contact: +86 18021084135
Email: syekjy@163.com

## SECTION I: GENERAL INFORMATION

Please tick the boxes that correspond to your general information.

1. Gender

□ Male

□ Female

□ Prefer not to say

2. Age

□ 25-34 years □ 35-44 years

□ 45-54 years □ 55 years or above

3.Educational Qualification

□ Bachelor's Degree □ Master's Degree

□ Doctorate □ Other (please specify): _____

4.Years of Experience as a teacher

□ Less than 5 years □ 5-10 years

□ 11-15 years □ More than 15 years

5.School Location

□ Urban

□ Suburban

6. Size of the School (number of enrolled students)

□ Less than 500

□ 500-1000

□ More than 1000

7.School Category

□ Public

□ Private

8. Impact of COVID-19 on School Operations

□ Minimal impact □ Moderate impact

□ Significant impact □ Severe impact

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## SECTION II: Instructional Leadership

**Directions:**

The extent to which you agree or disagree with the following statements about instructional leadership behaviors of school principals is requested.

| Never | Almost never | Neutral | Almost always | Always |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |

| Instructional Leadership | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Components** | **ID** | **Items** | **Scale** | | | | |
| Defining the School Mission | Please rate your level of never or always with these statements regarding the instructional leadership behaviors of school principals: | | | | | | |
| | IL_DSM_1 | My principal develops a focused set of annual school-wide goals. | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_2 | My principal frames the school's goals in terms of staff responsibilities for meeting them. | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_3 | My principal uses needs assessment or other formal and informal methods to secure staff input on goal development. | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_4 | My principal uses data on student performance when developing the school's academic goals. | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_5 | My principal develops goals that are easily understood and used by teachers in the school. | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_6 | My principal communicates the school mission effectively to members of the school community. | 1 | 2 | 3 | 4 | 5 |

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|---|---|---|---|---|---|---|---|
| | IL_DSM_7 | My principal discusses the school's academic goals with teachers at faculty meetings. | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_8 | My principal refers to the school's academic goals when making curricular decisions with teachers. | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_9 | My principal ensures that the school's academic goals are reflected in highly visible displays in the school (e.g., posters or bulletin boards emphasizing academic progress). | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_10 | My principal refers to the school goals or mission in forums with students (e.g., in assemblies or discussions). | 1 | 2 | 3 | 4 | 5 |
| Managing the Instructional Program | Please rate your level of never or always with these statements regarding how the principal manages instructional programs: | | | | | | |
| | IL_MIP_11 | My principal ensure that the classroom priorities of teachers are consistent with the goals and direction of the school. | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_12 | My principal reviews student work products with evaluating classroom instruction. | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_13 | My principal conducts informal observations in classrooms on a regular basis (informal observations are unscheduled, last at least 5 minutes, and may or may not involve written feedback or a formal conference). | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_14 | My principal points out specific strengths in teacher's instructional | 1 | 2 | 3 | 4 | 5 |

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|---|---|---|---|---|---|---|---|
| | | practices in post-observation feedback (e.g., in conferences or written evaluations). | | | | | |
| | IL_MIP_15 | My principal points out specific weaknesses in teacher's instructional practices in post-observation feedback (e.g., in conferences or written evaluations). | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_16 | My principal makes clear who is responsible for coordinating the curriculum across grade levels (e.g., the principal, vice principal, or teacher-leaders). | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_17 | My principal draws upon the results of school-wide testing when making curricular decisions. | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_18 | My principal monitors the classroom curriculum to see that it covers the school's curricular objectives. | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_19 | My principal assesses the overlap between the school's curricular objectives and the school's achievement tests. | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_20 | My principal participates actively in the review of curricular materials. | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_21 | My principal meets individually with teachers to discuss student progress. | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_22 | My principal discusses academic performance results with the faculty to identify curricular | 1 | 2 | 3 | 4 | 5 |

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|---|---|---|---|---|---|---|---|
| | | strengths and weaknesses. | | | | | |
| | IL_MIP_23 | My principal uses tests and other performance measures to assess progress towards school goals. | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_24 | My principal informs teachers of the school's performance results in written form (e.g., in a memo or newsletter). | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_25 | My principal informs students of school's academic progress. | 1 | 2 | 3 | 4 | 5 |
| Developing a Positive School Learning Environmen | Please rate your level of never or always with these statements regarding how the principal creates a positive school environment: | | | | | | |
| | IL_PSL_26 | My principal limits interruptions of instructional time by public address announcements. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_27 | My principal ensures that students are not called to the office during instructional time. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_28 | My principal ensures that tardy and truant students suffer specific consequences for missing instructional time. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_29 | My principal encourages teachers to use instructional time for teaching and practicing new skills and concepts. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_30 | My principal limits the intrusion of extra and co-curricular activities on instructional time. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_31 | My principal takes time to talk informally with students and teachers during recess and breaks. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_32 | My principal visist classrooms to discuss school issues with teachers | 1 | 2 | 3 | 4 | 5 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | and students. | | | | | |
| | IL_PSL_33 | My principal attends/participates in extra and co-curricular activities. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_34 | My principal covers classes for teachers until a late or substitute teacher arrives. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_35 | My principal tutors students or provides direct instruction to classes. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_36 | My principal reinforces superior performance by teachers in staff meetings, newsletters and/or memos. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_37 | My principal compliment teachers privately for their efforts or performance. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_38 | My principal acknowledges teachers' exceptional performance by writing memos for their personal files. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_39 | My principal reward special efforts by teachers with opportunities for professional recognition. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_40 | My principal creates professional growth opportunities for teachers as a reward for special contributions to the school. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_41 | My principal ensures that in-service activities attended by staff are consistent with the school's goals. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_42 | My principal actively supports the | 1 | 2 | 3 | 4 | 5 |

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|---|---|---|---|---|---|---|---|
| | | use in classroom of skills acquired during in-service training. | | | | | |
| | IL_PSL_43 | My principal obtains the participation of the whole staff in important in-service activities. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_44 | My principal leads or attend teacher in-service activities concerned with instruction. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_45 | My principal sets aside time at faculty meetings for teachers to share ideas or information from in-service activities. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_46 | My principal recognizes students who do superior work with formal rewards such as honour roll or mention in the principal's newsletter. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_47 | My principal uses assemblies to honour students for academic accomplishment or for behaviour or citizenship. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_48 | My principal recognizes superior student achievement or improvement by seeing in the office the students with their work. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_49 | My principal contacts parents to communicate improved or exemplary student performance or contributions. | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_50 | My principal supports teachers actively in their recognition and/or reward of student contributions to and accomplishments in class. | 1 | 2 | 3 | 4 | 5 |

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## SECTION III: Teacher Self-Efficacy

**Directions:**

The extent to which you agree or disagree with the following statements about your confidence in teaching practices is requested.

| Nothing | Some | Neutral | Almost a great deal | A great deal |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |

| Teacher Self-Efficacy | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Components** | **ID** | **Items** | **Scale** | | | | |
| Self-efficacy for Instructional Strategy | Please rate your level of nothing or a great deal with these statements regarding your confidence in instructional strategies: | | | | | | |
| | TSE_IS_1 | How much can you do to craft good questions for students? | 1 | 2 | 3 | 4 | 5 |
| | TSE_IS_2 | How much can you do to implement a variety of assessment strategies? | 1 | 2 | 3 | 4 | 5 |
| | TSE_IS_3 | How much can you do to provide an alternate explanation when students are confused? | 1 | 2 | 3 | 4 | 5 |
| | TSE_IS_4 | How much can you do to implement alternative strategies in your classroom? | 1 | 2 | 3 | 4 | 5 |
| Self-efficacy for | Please rate your level of nothing or a great deal with with these | | | | | | |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Student Engagement | statements regarding your confidence in engaging students: | | | | | | |
| | TSE_SE_1 | How much can you do to motivate students who show low interest in school work? | 1 | 2 | 3 | 4 | 5 |
| | TSE_SE_2 | How much can you do to get students to believe they can do well in school work? | 1 | 2 | 3 | 4 | 5 |
| | TSE_SE_3 | How much can you do to help students value learning? | 1 | 2 | 3 | 4 | 5 |
| | TSE_SE_4 | How much can you do to assist families in helping their children do well in school? | 1 | 2 | 3 | 4 | 5 |
| Self-efficacy for Classroom Management | Please rate your level of nothing or a great deal with with these statements regarding your confidence in managing the classroom: | | | | | | |
| | TSE_CM_1 | How much can you do to control disruptive behaviour in the classroom? | 1 | 2 | 3 | 4 | 5 |
| | TSE_CM_2 | How much can you do to get children to follow classroom rules? | 1 | 2 | 3 | 4 | 5 |
| | TSE_CM_3 | How much can you do to calm a student who is disruptive or noisy? | 1 | 2 | 3 | 4 | 5 |
| | TSE_CM_4 | How much can you do | 1 | 2 | 3 | 4 | 5 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | to establish a classroom management system with each group of students? | | | | | |

## SECTION IV: Teacher Performance

**Directions:**

The extent to which you agree or disagree with the following statements about teacher performance is requested.

| Strongly Disagree | Disagree | Neutral | Agree | Strongly agree |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |

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| Teacher Performance | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Components** | **ID** | **Items** | **Scale** | | | | |
| Subject Matter Knowledge | Please rate your level of strongly disagree or strongly agree with these statements regarding the teacher's subject matter expertise: | | | | | | |
| | TP_SMK_1 | I demonstrate accurate knowledge of the subject matter. | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_2 | I link content with past and future learning experiences. | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_3 | I demonstrate a variety of skills of the subject area(s). | 1 | 2 | 3 | 4 | 5 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | TP_SMK_4 | I communicate content in ways that students can understand. | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_5 | I use school and community resources to help students. | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_6 | I teach according to the intellectual and emotional needs of the students. | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_7 | I effectively address appropriate curriculum standards. | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_8 | I base instruction on goals that reflect high expectations. | 1 | 2 | 3 | 4 | 5 |
| Instructional Planning and Strategies | Please rate your level of strongly disagree or strongly agree with these statements regarding instructional planning and strategies: | | | | | | |
| | TP_IPS_1 | I use strategies to enhance students' understanding. | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_2 | I change methodology to make topics relevant. | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_3 | I understand individual differences of students and teaches accordingly. | 1 | 2 | 3 | 4 | 5 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | TP_IPS_4 | I use appropriate material, technology and resources. | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_5 | I engage, motivate and maintain students' attention. | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_6 | I teache the required curriculum according to time-table. | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_7 | I use student learning data to guide planning. | 1 | 2 | 3 | 4 | 5 |
| Assessment | Please rate your level of strongly disagree or strongly agree with these statements regarding the teacher's assessment practices: | | | | | | |
| | TP_AS_1 | I conduct class tests to monitor student performance. | 1 | 2 | 3 | 4 | 5 |
| | TP_AS_2 | I evaluate students' performance and provides feedback. | 1 | 2 | 3 | 4 | 5 |
| | TP_AS_3 | I maintain students' results and uses future improvement. | 1 | 2 | 3 | 4 | 5 |
| | TP_AS_4 | I revise content to enhance students' achievement. | 1 | 2 | 3 | 4 | 5 |
| | TP_AS_5 | I keep official | 1 | 2 | 3 | 4 | 5 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | record of students' learning progress. | | | | | |
| Learning Environment | Please rate your level of strongly disagree or strongly agree with these statements regarding the learning environment created by the teacher: | | | | | | |
| | TP_LE_1 | I create a climate of mutual trust and respect in classroom. | 1 | 2 | 3 | 4 | 5 |
| | TP_LE_2 | I maintain a classroom setting that minimizes disruption. | 1 | 2 | 3 | 4 | 5 |
| | TP_LE_3 | I create friendly and supportive classroom environment. | 1 | 2 | 3 | 4 | 5 |
| | TP_LE_4 | I ensure students' participation in the learning process. | 1 | 2 | 3 | 4 | 5 |
| | TP_LE_5 | I encourage students to interact respectfully. | 1 | 2 | 3 | 4 | 5 |
| Effective Communication | Please rate your level of strongly disagree or strongly agree with these statements regarding the teacher's communication skills: | | | | | | |
| | TP_EC_1 | I use correct vocabulary and grammar in speaking and writing. | 1 | 2 | 3 | 4 | 5 |
| | TP_EC_2 | I explain lessons according to the age | 1 | 2 | 3 | 4 | 5 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | and ability of students. | | | | | |
| | TP_EC_3 | I respond to students' questions in appropriate language. | 1 | 2 | 3 | 4 | 5 |

**-- Thank you for your cooperation --**

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新冠疫情后上海高中教师自我效能感在教学领导力与教师绩效之间的中介作用

**尊敬的受访者：**

您好！我是马来西亚北方大学（Universiti Utara Malaysia, UUM）教育学院的博士研究生，目前正在进行题为《应对变革：后疫情时期上海高中教学领导力、教师自我效能与教师绩效研究》的博士课题。

请您根据个人真实情况和观点填写本问卷，预计耗时约 20 分钟。所有数据将严格保密，仅用于学术研究，不会泄露或出售给任何机构。

感谢您的参与和真诚回答！

蒋媛

电话：18021084135

邮箱：syekjy@163.com

## 第一部分：一般信息

请在与您个人基本信息相符的选项框内打勾

| 序号 | 项目 | 选项 |
|---|---|---|
| 1 | 性别 | □男 □女 □不愿回答 |
| 2 | 年龄 | □25-34 岁 □35-44 岁 □45-54 岁 □55 岁及以上 |
| 3 | 学历 | □学士 □硕士 □博士 □其他（请注明：____） |
| 4 | 教师从业年限 | □少于 5 年 □5-10 年 □11-15 年 □超过 15 年 |
| 5 | 学校所在地 | □城区 □郊区 |
| 6 | 学校规模（学生人数） | □少于 500 人 □500-1000 人 □超过 1000 人 |
| 7 | 学校类别 | □公办 □民办 |
| 8 | 新冠疫情对学校运作的影响 | □影响较小 □中等影响 □显著影响 □严重影响 |

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## 第二部分：教学领导力

**说明：**

请根据以下关于学校校长教学领导行为的陈述，选择您同意或不同意的程度。

| 从不 | 几乎从不 | 中立 | 几乎总是 | 总是 |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |

| 教学领导力 | | | | | | | |
|---|---|---|---|---|---|---|---|
| **维度** | **题号** | **陈述** | **量表（1-5）** | | | | |
| 确定学校使命 | 请根据以下关于学校校长教学领导行为的陈述，评定您从不或总是的程度： | | | | | | |
| | IL_DSM_1 | 我的校长制定明确的年度学校目标。 | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_2 | 我的校长将学校目标落实到教师职责上。 | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_3 | 我的校长通过需求评估或其他方式收集教师意见以制定目标。 | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_4 | 我的校长在制定学术目标时使用学生成绩数据。 | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_5 | 我的校长制定的目标易于教师理解和使用。 | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_6 | 我的校长有效地向学校成员传达学校使命。 | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_7 | 我的校长在教职工会议上讨论学校学术目标。 | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_8 | 我的校长在课程决策时会参考学校的学术目标。 | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_9 | 我的校长确保学校目标以显著方式展示（如海报、公告板）。 | 1 | 2 | 3 | 4 | 5 |
| | IL_DSM_10 | 我的校长在与学生的场合（如集会）中提及学校目标。 | 1 | 2 | 3 | 4 | 5 |
| 管理教学项目 | 请根据以下关于校长如何管理教学计划的陈述，评定您从不或总是的程度： | | | | | | |
| | IL_MIP_11 | 我的校长确保教师课堂重点与学校目标和方向一致。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_12 | 我的校长在评估课堂教学时会审查学生作品。 | 1 | 2 | 3 | 4 | 5 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | IL_MIP_13 | 我的校长定期进行非正式课堂观察（不预先安排，持续至少 5 分钟，可能有或没有书面反馈/正式会谈）。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_14 | 我的校长在反馈中指出教师教学实践的具体优势。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_15 | 我的校长在反馈中指出教师教学实践的具体不足。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_16 | 我的校长明确谁负责跨年级课程的协调（如校长、副校长或学科带头人）。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_17 | 我的校长在进行课程决策时会参考全校测试的结果。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_18 | 我的校长监督课堂课程，确保其涵盖学校的课程目标。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_19 | 我的校长评估学校课程目标与成就测试之间的重叠度。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_20 | 我的校长积极参与课程材料的审查。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_21 | 我的校长会单独与教师会面，讨论学生的学习进展。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_22 | 我的校长会与全体教师讨论学业表现结果，以识别课程优势和不足。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_23 | 我的校长使用测试和其他表现评估来衡量学校目标的进展。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_24 | 我的校长以书面形式（如备忘录、简报）告知教师学校的学业表现结果。 | 1 | 2 | 3 | 4 | 5 |
| | IL_MIP_25 | 我的校长会将学校的学业进展情况告知学生。 | 1 | 2 | 3 | 4 | 5 |
| 营造积极学习环境 | 请根据以下关于校长如何营造积极的学校环境的陈述，评定您从不或总是的程度： | | | | | | |
| | IL_PSL_26 | 我的校长通过减少广播通知来避免打断课堂教学时间。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_27 | 我的校长确保学生不会在课堂时间被叫去办公室。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_28 | 我的校长确保迟到或旷课的学生会受到相应后果。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_29 | 我的校长鼓励教师将课堂时 | 1 | 2 | 3 | 4 | 5 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | 间用于教授和练习新知识与技能。 | | | | | |
| | IL_PSL_30 | 我的校长限制课外或联合课程活动对课堂教学时间的干扰。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_31 | 我的校长会在课间与教师和学生进行非正式交流。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_32 | 我的校长会走进教室与教师和学生讨论学校事务。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_33 | 我的校长会参加/出席课外和联合课程活动。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_34 | 我的校长会在代课老师迟到时主动代课。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_35 | 我的校长会为学生提供辅导或直接授课。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_36 | 我的校长在教职工会议、简报或备忘录中肯定教师的突出表现。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_37 | 我的校长会私下称赞教师的努力或表现。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_38 | 我的校长会将教师的卓越表现记录在其个人档案中。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_39 | 我的校长通过提供专业认可机会来奖励教师的特别贡献。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_40 | 我的校长通过提供专业发展机会来奖励教师的特别贡献。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_41 | 我的校长确保教职工参加的校本培训活动与学校目标一致。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_42 | 我的校长积极支持教师在课堂中使用培训中获得的技能。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_43 | 我的校长争取全体教职工参与重要的校本培训活动。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_44 | 我的校长会主持或参加与教学相关的校本培训活动。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_45 | 我的校长会在教职工会议中安排时间让教师分享培训经验或信息。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_46 | 我的校长通过荣誉榜或简报表扬表现优异的学生。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_47 | 我的校长通过集会表彰在学 | 1 | 2 | 3 | 4 | 5 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | 业、行为或公民素养方面有成就的学生。 | | | | | |
| | IL_PSL_48 | 我的校长通过单独会见方式肯定学生的学业进步。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_49 | 我的校长会联系家长，告知学生优异或模范表现。 | 1 | 2 | 3 | 4 | 5 |
| | IL_PSL_50 | 我的校长积极支持教师对学生在课堂中的贡献和成就进行表彰。 | 1 | 2 | 3 | 4 | 5 |

## 第三部分：教师自我效能

**说明：**

请根据以下关于您对教学实践信心的陈述，选择您同意或不同意的程度。

| 从不 | 几乎从不 | 中立 | 几乎总是 | 总是 |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |

| 教师自我效能 | | | | | | | |
|---|---|---|---|---|---|---|---|
| **维度** | **题号** | **陈述** | **量表（1-5）** | | | | |
| 教学策略自我效能 | 请根据以下陈述来评价您对教学策略的信心程度：完全没有信心或非常有信心： | | | | | | |
| | TSE_IS_1 | 您在多大程度上能够为学生设计出好的问题？ | 1 | 2 | 3 | 4 | 5 |
| | TSE_IS_2 | 您在多大程度上能够实施多样化的评价策略？ | 1 | 2 | 3 | 4 | 5 |
| | TSE_IS_3 | 当学生感到困惑时，您在多大程度上能够提供替代性解释？ | 1 | 2 | 3 | 4 | 5 |
| | TSE_IS_4 | 您在多大程度上能够在课堂上实施替代性的教学策略？ | 1 | 2 | 3 | 4 | 5 |
| 学生参与自我效能 | 请根据以下关于您对吸引学生的信心的陈述来评价您的信心程度：完全没有或非常有： | | | | | | |
| | TSE_SE_1 | 您在多大程度上能够激励对学业缺乏兴趣的学生？ | 1 | 2 | 3 | 4 | 5 |
| | TSE_SE_2 | 您在多大程度上能够让学生相信他们可以在学业上取得好成绩？ | 1 | 2 | 3 | 4 | 5 |
| | TSE_SE_3 | 您在多大程度上能够帮助学生认识学习的价值？ | 1 | 2 | 3 | 4 | 5 |
| | TSE_SE_4 | 您在多大程度上能够协助家 | 1 | 2 | 3 | 4 | 5 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | 庭帮助孩子在学校表现良好？ | | | | | |
| 课堂管理自我效能 | 请根据以下关于您管理课堂的信心程度来评价您的信心程度：完全没有信心或非常有信心： | | | | | | |
| | TSE_CM_1 | 您在多大程度上能够控制课堂中的干扰行为？ | 1 | 2 | 3 | 4 | 5 |
| | TSE_CM_2 | 您在多大程度上能够让学生遵守课堂规则？ | 1 | 2 | 3 | 4 | 5 |
| | TSE_CM_3 | 您在多大程度上能够安抚课堂上捣乱或吵闹的学生？ | 1 | 2 | 3 | 4 | 5 |
| | TSE_CM_4 | 您在多大程度上能够为每个学生群体建立课堂管理系统？ | 1 | 2 | 3 | 4 | 5 |

## 第四部分：教师绩效

**说明：**

请根据以下关于您教学工作表现的陈述，选择您同意或不同意的程度。

| 从不 | 几乎从不 | 中立 | 几乎总是 | 总是 |
|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 |

| 教师绩效 | | | | | | | |
|---|---|---|---|---|---|---|---|
| **维度** | **题号** | **陈述** | **量表（1-5）** | | | | |
| 学科知识 | 对于有关教师学科专业知识的以下陈述，请评定您是强烈不同意还是强烈同意的程度： | | | | | | |
| | TP_SMK_1 | 我能够展示对学科内容的准确掌握。 | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_2 | 我能够将所授内容与过去和未来的学习经验联系起来。 | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_3 | 我能够展示学科领域内的多种技能。 | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_4 | 我能够以学生能够理解的方式传达内容。 | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_5 | 我能够利用学校和社区资源来帮助学生学习。 | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_6 | 我能够根据学生的智力和情感需求进行教学。 | 1 | 2 | 3 | 4 | 5 |
| | TP_SMK_7 | 我能够有效落实相关课程标准。 | 1 | 2 | 3 | 4 | 5 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | TP_SMK_8 | 我能够依据反映高期望的目标开展教学。 | 1 | 2 | 3 | 4 | 5 |
| 教学规划与策略 | 请评价您对这些有关教学计划和策略的陈述的强烈反对或强烈同意程度： | | | | | | |
| | TP_IPS_1 | 我使用多种策略来增强学生的理解。 | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_2 | 我会调整教学方法，使主题更贴近学生。 | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_3 | 我理解学生的个体差异，并据此进行教学。 | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_4 | 我会使用适当的教材、技术和资源进行教学。 | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_5 | 我能够调动、激励并保持学生的注意力。 | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_6 | 我能够按照课程表教授规定的课程。 | 1 | 2 | 3 | 4 | 5 |
| | TP_IPS_7 | 我会利用学生学习数据来指导教学规划。 | 1 | 2 | 3 | 4 | 5 |
| 评价 | 请评价您对以下有关教师评估实践的陈述的强烈反对或强烈同意程度： | | | | | | |
| | TP_AS_1 | 我会进行课堂测验来监控学生表现。 | 1 | 2 | 3 | 4 | 5 |
| | TP_AS_2 | 我会评价学生的表现并提供反馈。 | 1 | 2 | 3 | 4 | 5 |
| | TP_AS_3 | 我会保存学生成绩记录并用于未来改进。 | 1 | 2 | 3 | 4 | 5 |
| | TP_AS_4 | 我会根据需要调整内容以提升学生的成绩。 | 1 | 2 | 3 | 4 | 5 |
| | TP_AS_5 | 我会保存学生学习进展的正式记录。 | 1 | 2 | 3 | 4 | 5 |
| 学习环境 | 对于教师所创造的学习环境的这些陈述，请评定您是强烈不同意还是强烈同意的程度： | | | | | | |
| | TP_LE_1 | 我在课堂中营造相互信任和尊重的氛围。 | 1 | 2 | 3 | 4 | 5 |
| | TP_LE_2 | 我维持一个尽量减少干扰的课堂环境。 | 1 | 2 | 3 | 4 | 5 |
| | TP_LE_3 | 我营造友好和支持性的课堂氛围。 | 1 | 2 | 3 | 4 | 5 |
| | TP_LE_4 | 我确保学生积极参与学习过程。 | 1 | 2 | 3 | 4 | 5 |
| | TP_LE_5 | 我鼓励学生彼此尊重地互 | 1 | 2 | 3 | 4 | 5 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | 动。 | | | | | |
| 有效沟通 | 请评价您对以下有关教师沟通技巧的陈述的强烈反对或强烈同意程度： | | | | | | |
| | TP_EC_1 | 我在口语和写作中使用正确的词汇和语法。 | 1 | 2 | 3 | 4 | 5 |
| | TP_EC_2 | 我根据学生的年龄和能力解释课程内容。 | 1 | 2 | 3 | 4 | 5 |
| | TP_EC_3 | 我会用恰当的语言回答学生的问题。 | 1 | 2 | 3 | 4 | 5 |

**-- 感谢您的配合 --**

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# Appendix B

## Permission to using questionnaire

Dear Yuan Jiang

You have my permission to use the PIMRS in your research. You now are able to access various PIMRS resources on my website at https://philiphallinger.com/tool/survey/pimrs/a/researcherLogin-2.html

Please enter the following requested information during 2024:

- Research User ID: **PIMRS**
- 2024 Password: **8515972**
- Name: Your **FirstName LastName**
- Email: Your **email address**
- Click the *Submit button*

The webpage contains a variety of resources including:

1. Forms of the English language PIMRS for your copying and adaptation
2. Translated versions of the PIMRS for Malay, Chinese, Arabic, Thai, Persian, Amharic, Portuguese, Spanish, Turkish, Vietnamese
3. Support resources including the Technical Report (new), User Manual (old)
4. PIMRS related articles and book chapters
5. Other instructional leadership articles
6. List and zipped PDF files of 400 PIMRS Studies

*For full and up-to-date information on the PIMRS and its use as a research and evaluation tool, please my latest book, Assessing Principal Instructional Leadership with the PIMRS. The book contains useful information for researchers on the scale including its development, use, validity and reliability. The book also details how to use the short form and plan research with the instrument. For more info, go to: http://www.springer.com/cn/book/9783319195326. Individual chapters may also be purchased.*

*Please keep in mind the conditions of your purchase including sending me:*
*1) a copy of the translated PIMRS (if applicable),*
*2) a copy of your RAW DATASET, and 3) a pdf copy of your completed study.*

*If you need support in using the instrument, please connect with me on my blog at: http://philiphallinger.com/blog/.*

Best of luck.

Philip Hallinger

Dr. Philip Hallinger
Global Talent Professor of Management
Mahidol University
Distinguished Visiting Professor
University of Johannesburg

www.philiphallinger.com
hallinger@gmail.com

Please consider the environment before printing this e-mail!

On Tue, 17 Dec 2024 at 6:05 PM 淑娟 <syekjy@163.com> wrote:

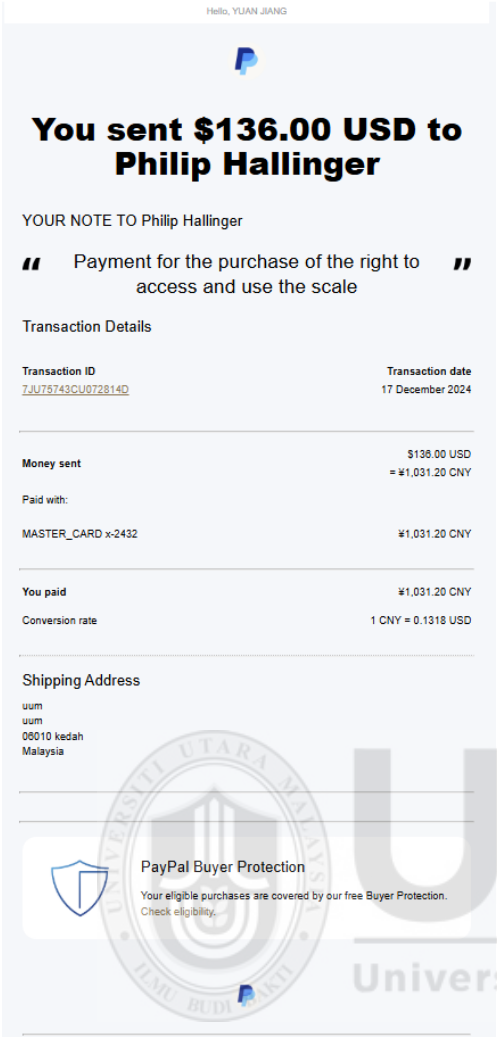
Dear Professor Hallinger,

I have completed the payment of **$136 USD** via PayPal for access to the PIMRS. Please let me know if you need any further details.

I look forward to receiving the materials for my doctoral research.

Best regards,
Yuan Jiang
Universiti Utara Malaysia

Universiti Utara Malaysia



Hello, YUAN JIANG

# You sent $136.00 USD to Philip Hallinger

YOUR NOTE TO Philip Hallinger

" Payment for the purchase of the right to access and use the scale "

Transaction Details

| Transaction ID | Transaction date |
|---|---|
| 7JU75743CU072814D | 17 December 2024 |

| | |
|---|---|
| **Money sent** | $136.00 USD<br>= ¥1,031.20 CNY |
| Paid with: | |
| MASTER_CARD x-2432 | ¥1,031.20 CNY |
| **You paid** | ¥1,031.20 CNY |
| Conversion rate | 1 CNY = 0.1318 USD |

Shipping Address

uum
uum
06010 kedah
Malaysia

PayPal Buyer Protection

Your eligible purchases are covered by our free Buyer Protection.
Check eligibility.

Universiti Utara Malaysia

# Appendix C

## Invitation to Experts for Evaluating Questionnaire Content Validity

Expert 1



在数据分析阶段，研究团队可在整体统计之外，增加分组对比，例如按性别、教龄、学校规模等变量进行分析。
这类分组不仅能揭示不同群体的差异性与共性，还能为教育政策制定者和学校管理者提供更有针对性的实践参考。


高耀明
taozcxzc@163.com
上海师范大学教育学院


在 2024 10 24 19:47:51，"蒋媛 " <syekjy@163.com> 写道：

- 隐藏引用文字 -

尊敬的高耀明教授：

您好！

我是蒋媛，目前正在进行一项关于《研究题目：后疫情背景下上海中学教学领导力、教师自我效能与教师绩效研究》的实证研究。

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在此，诚挚邀请您作为领域内的专家，对该问卷的结构合理性、题项表述清晰度、测量的全面性和学术价值进行评估。您的专业意见将对我们改进研究设计、提升工具信度和效度具有重要意义。

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- 题项表述的准确性与清晰度；
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- 信效度改进的潜在方向。

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衷心感谢您在百忙之中拨冗审阅。期待您的宝贵意见！

问卷链接：https://www.wjx.cn/vm/tax6Po8.aspx#

此致

敬礼！

蒋媛（905074）

马来西亚北方大学

15000177972

syekjy@163.com

Universiti Utara Malaysia

Expert 2

尽管问卷的量化题项已经较为全面，但仍建议在问卷末尾加入一至两个开放性问题。

例如，可请教师描述其在后疫情背景下对政策执行或学校支持的真实感受。

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曹鹭
Lu_cas@163.com
上海交通大学教育学院

在 2024-10-24 13:32:37，"蒋媛" <svekjy@163.com> 写道：

- 隐藏引用文本 -

尊敬的曹鹭教授：

您好！

我是蒋媛，目前正在进行一项关于《研究题目：后疫情背景下上海中学教学领导力、教师自我效能与教师绩效研究》的实证研究。

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衷心感谢您在百忙之中拨冗审阅。期待您的宝贵意见！

问卷链接：https://www.wjx.cn/vm/taxGPoB.aspx#

此致

敬礼！

蒋媛（905074）
马来西亚北方大学
15000177972
svekjy@163.com

Universiti Utara Malaysia

# Expert 3

在问卷实施过程中，研究团队应在首页增加一段简短的说明，明确告知受访者参与完全自愿，

回答将严格匿名处理，所得数据仅限于学术研究用途。

这一做法能够提高受访者的安全感和信任度，减少顾虑，从而提升答卷质量与回收率，同时也符合国际教育研究的伦理规范。

贾书光
shuxuang_huang@163.com
华东师范大学教育学院

在 2024 10 24 13:30:26，"蒋媛" <gyekjy@163.com> 写道：

- 隐藏引用文字 -

尊敬的贾书光教授：

您好！

我是蒋媛，目前正在进行一项关于《研究题目：后疫情背景下上海中学教学领导力、教师自我效能与教师绩效研究》的实证研究。

为了保证研究工具的科学性与严谨性，我们设计了一份涵盖人口学信息、教学领导力、教师自我效能和教师绩效等维度的问卷。

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- 题项表述的准确性与清晰度；
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- 信效度改进的潜在方向。

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衷心感谢您在百忙之中提宝审阅，期待您的宝贵意见！

问卷链接：https://www.wjx.cn/vm/taxGPoB.aspx#

此致

敬礼！

蒋媛（905074）

马来西亚北方大学

15000177972

gyekjy@163.com

Universiti Utara Malaysia

Expert 4

**尽管问卷的量化题项已经较为全面，但仍建议在问卷末尾加入一至两个开放性问题。**

**例如，可请教师描述其在后疫情背景下对政策执行或学校支持的真实感受。**

**这样的设计既能弥补量化题项的局限，又能为研究团队提供丰富的质性资料，帮助更深入地理解数据背后的情境。**

**穆小勇**
xzc_xyl@163.com
**上海师范大学教育学院**

在 2024 10 24 19:50:07，"将媛" <syekjy@163.com> 写道：

- 隐藏引用文字 -

尊敬的穆小勇教授：

您好！

我是蒋媛，目前正在进行一项关于《研究题目：后疫情背景下上海中学教学领导力、教师自我效能与教师绩效研究》的实证研究。

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- 测量维度的代表性与完整性；
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衷心感谢您在百忙之中拨冗审阅，期待您的宝贵意见！

问卷链接：https://www.wix.cn/vm/LaxGPoB.aspxff

此致

敬礼！

蒋媛（905074）

马来西亚北方大学

15000177972

syekjy@163.com

Universiti Utara Malaysia

# Expert 5

问卷各维度的题项数量需要保持合理的平衡，以避免因项目分布不均而造成信度偏差。

研究团队可在数据处理阶段使用探索性因子分析（EFA）与验证性因子分析相结合的方法，

验证量表结构的合理性，并确保各维度之间的测量粒度一致。

董玉琦

上海师范大学教育学院

在 2024 10 24 19:49:26，"韩媛" <syekjy@163.com> 写道：

- 隐藏引用文字 -

尊敬的董玉琦教授：

您好！

我是韩媛，目前正在进行一项关于《研究题目：后疫情背景下上海中学教学领导力、教师自我效能与教师绩效研究》的实证研究。

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问卷链接：https://www.wjx.cn/vm/LaxGPoB.aspx#

此致

敬礼！

韩媛（905074）

马来西亚北方大学

15000177972

syekjy@163.com

Universiti Utara Malaysia

# Expert 6

在问卷大规模施测之前，应进行小样本预测试，并开展信度与效度检验。

例如，可利用Cronbach's Alpha检验各维度的内部一致性，通过验证性因子分析（CFA）或结构方程模型（SEM）来确认量表的结构效度。

这些措施有助于发现潜在问题并进行微调，从而确保最终数据的科学性与稳健性。

董轩
华东师范大学教师教育学院

在 2024 10 24 19:48:51，"蒋媛" <syvekjy@163.com> 写道：

- 隐藏引用文字 -

尊敬的董轩 教授：

您好！

我是蒋媛，目前正在进行一项关于《研究题目：后疫情背景下上海中学教学领导力、教师自我效能与教师绩效研究》的实证研究。

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问卷链接：https://www.wjx.cn/vm/taxQPo3.aspx#

此致

敬礼！

蒋媛（905074）

马来西亚北方大学

15000177972

syvekjy@163.com

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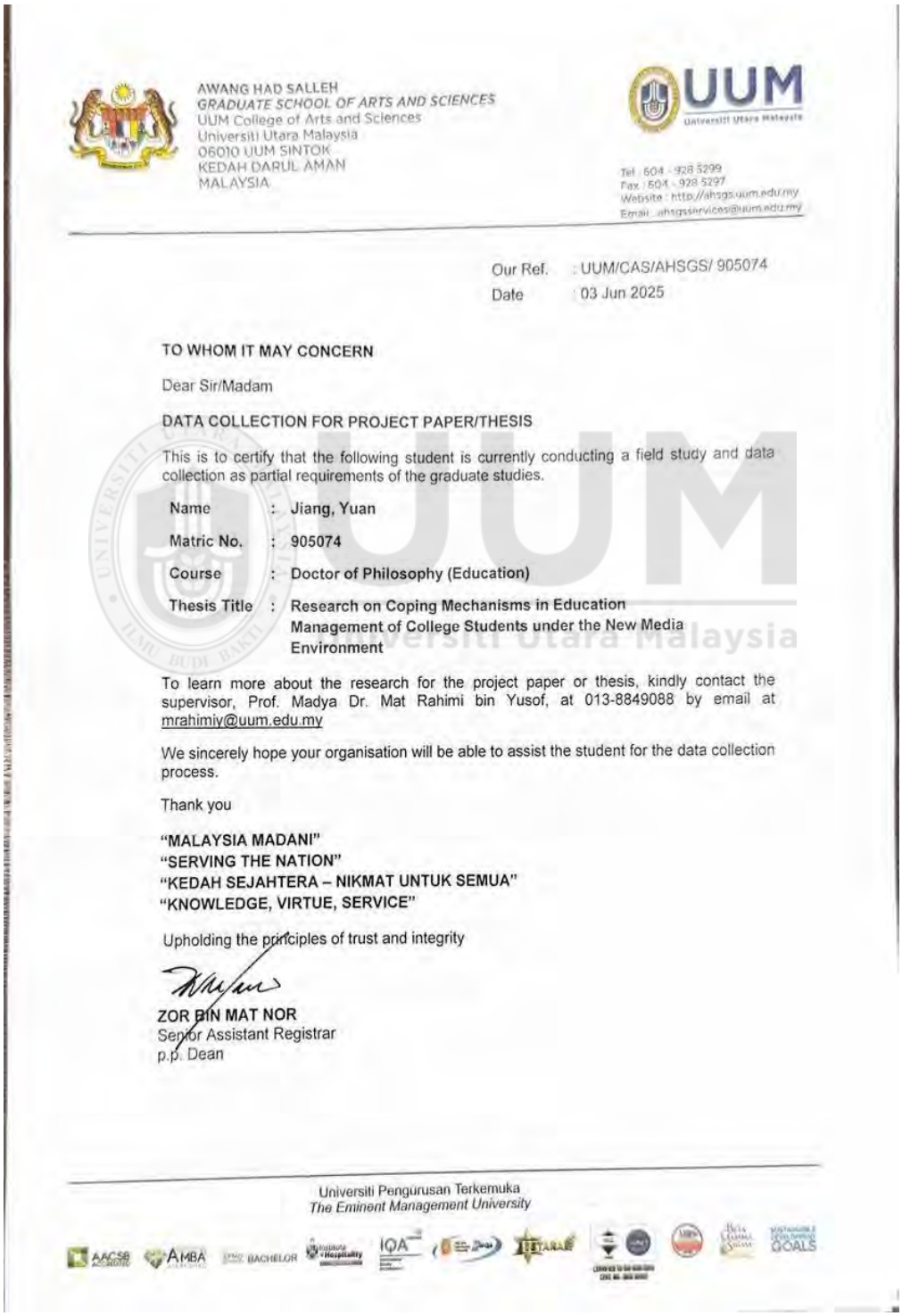
# Appendix D

## Approval letter from Universiti Utara Malaysia to data collection



AWANG HAD SALLEH
*GRADUATE SCHOOL OF ARTS AND SCIENCES*
UUM College of Arts and Sciences
Universiti Utara Malaysia
06010 UUM SINTOK
KEDAH DARUL AMAN
MALAYSIA

UUM
Universiti Utara Malaysia

Tel : 604 - 928 5299
Fax : 604 - 928 5297
Website : http://ahsgs.uum.edu.my
Email : ahsgsservices@uum.edu.my

Our Ref. : UUM/CAS/AHSGS/ 905074
Date : 03 Jun 2025

**TO WHOM IT MAY CONCERN**

Dear Sir/Madam

**DATA COLLECTION FOR PROJECT PAPER/THESIS**

This is to certify that the following student is currently conducting a field study and data collection as partial requirements of the graduate studies.

| | | |
|---|---|---|
| **Name** | : | **Jiang, Yuan** |
| **Matric No.** | : | **905074** |
| **Course** | : | **Doctor of Philosophy (Education)** |
| **Thesis Title** | : | **Research on Coping Mechanisms in Education Management of College Students under the New Media Environment** |

To learn more about the research for the project paper or thesis, kindly contact the supervisor, Prof. Madya Dr. Mat Rahimi bin Yusof, at 013-8849088 by email at mrahimiy@uum.edu.my

We sincerely hope your organisation will be able to assist the student for the data collection process.

Thank you

**"MALAYSIA MADANI"**
**"SERVING THE NATION"**
**"KEDAH SEJAHTERA – NIKMAT UNTUK SEMUA"**
**"KNOWLEDGE, VIRTUE, SERVICE"**

Upholding the principles of trust and integrity

**ZOR BIN MAT NOR**
Senior Assistant Registrar
p.p. Dean

Universiti Pengurusan Terkemuka
*The Eminent Management University*

Universiti Utara Malaysia

Universiti Utara Malaysia

# Appendix E

## ANOVA Results

InstructionalLeadership

| | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|
| Between Groups | 65.011 | 3 | 21.670 | 39.290 | 0.000 |
| Within Groups | 231.098 | 419 | 0.552 | | |
| Total | 296.110 | 422 | | | |

Universiti Utara Malaysia

# Appendix F

## Multiple Comparison Results

Dependent Variable: InstructionalLeadership

Tukey HSD

| (I) YearsofExperienceasaTeacher | | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval | |
|---|---|---|---|---|---|---|
| | | | | | Lower Bound | Upper Bound |
| 1 | 2 | 0.108816 | 0.103556 | 0.720 | -0.15829 | 0.37592 |
| | 3 | -0.157191 | 0.111946 | 0.497 | -0.44594 | 0.13156 |
| | 4 | -.913209* | 0.114025 | 0.000 | -1.20732 | -0.61910 |
| 2 | 1 | -0.108816 | 0.103556 | 0.720 | -0.37592 | 0.15829 |
| | 3 | -.266007* | 0.095465 | 0.028 | -0.51225 | -0.01977 |
| | 4 | -1.022025* | 0.097894 | 0.000 | -1.27453 | -0.76952 |
| 3 | 1 | 0.157191 | 0.111946 | 0.497 | -0.13156 | 0.44594 |
| | 2 | .266007* | 0.095465 | 0.028 | 0.01977 | 0.51225 |
| | 4 | -.756018* | 0.106731 | 0.000 | -1.03132 | -0.48072 |
| 4 | 1 | .913209* | 0.114025 | 0.000 | 0.61910 | 1.20732 |
| | 2 | 1.022025* | 0.097894 | 0.000 | 0.76952 | 1.27453 |
| | 3 | .756018* | 0.106731 | 0.000 | 0.48072 | 1.03132 |

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

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# Appendix G

## Descriptive Statistics Results

1.Gender

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1 | 217 | 51.3 | 51.3 | 51.3 |
| | 2 | 206 | 48.7 | 48.7 | 100.0 |
| | Total | 423 | 100.0 | 100.0 | |

2. Age

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1 | 119 | 28.1 | 28.1 | 28.1 |
| | 2 | 187 | 44.2 | 44.2 | 72.3 |
| | 3 | 77 | 18.2 | 18.2 | 90.5 |
| | 4 | 40 | 9.5 | 9.5 | 100.0 |
| | Total | 423 | 100.0 | 100.0 | |

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3. Education Qualification

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1 | 102 | 24.1 | 24.1 | 24.1 |
| | 2 | 213 | 50.4 | 50.4 | 74.5 |
| | 3 | 108 | 25.5 | 25.5 | 100.0 |
| | Total | 423 | 100.0 | 100.0 | |

4. Years of Experience Teacher

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1 | 78 | 18.4 | 18.4 | 18.4 |
| | 2 | 151 | 35.7 | 35.7 | 54.1 |
| | 3 | 101 | 23.9 | 23.9 | 78.0 |
| | 4 | 93 | 22.0 | 22.0 | 100.0 |
| | Total | 423 | 100.0 | 100.0 | |

5. School Education

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1 | 277 | 65.5 | 65.5 | 65.5 |
| | 2 | 146 | 34.5 | 34.5 | 100.0 |
| | Total | 423 | 100.0 | 100.0 | |

6. Size of the School

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1 | 124 | 29.3 | 29.3 | 29.3 |
| | 2 | 244 | 57.7 | 57.7 | 87.0 |
| | 3 | 55 | 13.0 | 13.0 | 100.0 |
| | Total | 423 | 100.0 | 100.0 | |

7. School Category

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1 | 224 | 53.0 | 53.0 | 53.0 |
| | 2 | 199 | 47.0 | 47.0 | 100.0 |
| | Total | 423 | 100.0 | 100.0 | |

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8. Impact of COVID19 on School Operations

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1 | 46 | 10.9 | 10.9 | 10.9 |
| | 2 | 110 | 26.0 | 26.0 | 36.9 |
| | 3 | 184 | 43.5 | 43.5 | 80.4 |
| | 4 | 83 | 19.6 | 19.6 | 100.0 |
| | Total | 423 | 100.0 | 100.0 | |

# Appendix H

## First-Order Measurement Model Results

1. Path coefficients

| | Path coefficients |
|---|---|
| IL -> IL_DSM | 0. 793 |
| IL -> IL_MIP | 0. 834 |
| IL -> IL_PSL | 0. 920 |
| IL -> TP | 0. 440 |
| IL -> TSE | 0. 636 |
| TP -> TP_AS | 0. 666 |
| TP -> TP_EC | 0. 647 |
| TP -> TP_IPS | 0. 736 |
| TP -> TP_LE | 0. 711 |
| TP -> TP_SMK | 0. 785 |
| TSE -> TP | 0. 240 |
| TSE -> TSE_CM | 0. 774 |
| TSE -> TSE_IS | 0. 653 |
| TSE -> TSE_SE | 0. 758 |

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2.Specific indirect effects

| | Specific indirect effects |
|---|---|
| IL -> TP -> TP_AS | 0. 293 |
| IL -> TSE -> TP -> TP_IPS | 0. 112 |
| IL -> TSE -> TSE_CM | 0. 492 |
| IL -> TP -> TP_EC | 0. 285 |
| IL -> TSE -> TP -> TP_LE | 0. 109 |
| IL -> TSE -> TSE_IS | 0. 415 |
| IL -> TP -> TP_IPS | 0. 324 |
| IL -> TSE -> TP -> TP_AS | 0. 102 |
| IL -> TSE -> TSE_SE | 0. 482 |
| IL -> TP -> TP_LE | 0. 313 |
| IL -> TSE -> TP -> TP_EC | 0. 099 |
| IL -> TP -> TP_SMK | 0. 345 |
| TSE -> TP -> TP_AS | 0. 160 |
| TSE -> TP -> TP_EC | 0. 156 |
| TSE -> TP -> TP_IPS | 0. 177 |

| | |
|---|---|
| TSE -> TP -> TP_LE | 0. 171 |
| TSE -> TP -> TP_SMK | 0. 189 |
| IL -> TSE -> TP | 0. 153 |
| IL -> TSE -> TP -> TP_SMK | 0. 120 |

3.Total effects

| | Total effects |
|---|---|
| IL -> IL_DSM | 0. 793 |
| IL -> IL_MIP | 0. 834 |
| IL -> IL_PSL | 0. 920 |
| IL -> TP | 0. 593 |
| IL -> TP_AS | 0. 395 |
| IL -> TP_EC | 0. 384 |
| IL -> TP_IPS | 0. 436 |
| IL -> TP_LE | 0. 422 |
| IL -> TP_SMK | 0. 465 |
| IL -> TSE | 0. 636 |
| IL -> TSE_CM | 0. 492 |
| IL -> TSE_IS | 0. 415 |
| IL -> TSE_SE | 0. 482 |
| TP -> TP_AS | 0. 666 |
| TP -> TP_EC | 0. 647 |
| TP -> TP_IPS | 0. 736 |
| TP -> TP_LE | 0. 711 |
| TP -> TP_SMK | 0. 785 |
| TSE -> TP | 0. 240 |
| TSE -> TP_AS | 0. 160 |
| TSE -> TP_EC | 0. 156 |
| TSE -> TP_IPS | 0. 177 |
| TSE -> TP_LE | 0. 171 |
| TSE -> TP_SMK | 0. 189 |
| TSE -> TSE_CM | 0. 774 |
| TSE -> TSE_IS | 0. 653 |
| TSE -> TSE_SE | 0. 758 |

4. Outer loadings

| | Outer loadings |
|---|---|
| IL_DSM_10 <- IL | 0.613 |
| IL_DSM_10 <- IL_DSM | 0.770 |
| IL_DSM_2 <- IL | 0.607 |

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| | |
|---|---|
| IL_DSM_2 <- IL_DSM | 0.793 |
| IL_DSM_3 <- IL_DSM | 0.812 |
| IL_DSM_3 <- IL | 0.598 |
| IL_DSM_4 <- IL_DSM | 0.820 |
| IL_DSM_4 <- IL | 0.636 |
| IL_DSM_5 <- IL | 0.614 |
| IL_DSM_5 <- IL_DSM | 0.796 |
| IL_DSM_6 <- IL_DSM | 0.792 |
| IL_DSM_6 <- IL | 0.611 |
| IL_DSM_7 <- IL_DSM | 0.792 |
| IL_DSM_7 <- IL | 0.618 |
| IL_DSM_8 <- IL | 0.658 |
| IL_DSM_8 <- IL_DSM | 0.807 |
| IL_DSM_9 <- IL_DSM | 0.758 |
| IL_DSM_9 <- IL | 0.638 |
| IL_MIP_11 <- IL | 0.639 |
| IL_MIP_11 <- IL_MIP | 0.767 |
| IL_MIP_12 <- IL_MIP | 0.779 |
| IL_MIP_12 <- IL | 0.643 |
| IL_MIP_13 <- IL | 0.634 |
| IL_MIP_13 <- IL_MIP | 0.750 |
| IL_MIP_14 <- IL | 0.619 |
| IL_MIP_14 <- IL_MIP | 0.769 |
| IL_MIP_15 <- IL_MIP | 0.749 |
| IL_MIP_15 <- IL | 0.623 |
| IL_MIP_16 <- IL | 0.638 |
| IL_MIP_16 <- IL_MIP | 0.790 |
| IL_MIP_17 <- IL | 0.584 |
| IL_MIP_17 <- IL_MIP | 0.747 |
| IL_MIP_18 <- IL | 0.606 |
| IL_MIP_18 <- IL_MIP | 0.746 |
| IL_MIP_19 <- IL | 0.651 |
| IL_MIP_19 <- IL_MIP | 0.796 |
| IL_MIP_20 <- IL_MIP | 0.757 |
| IL_MIP_20 <- IL | 0.619 |
| IL_MIP_21 <- IL | 0.640 |
| IL_MIP_21 <- IL_MIP | 0.760 |
| IL_MIP_22 <- IL_MIP | 0.748 |
| IL_MIP_22 <- IL | 0.654 |
| IL_MIP_23 <- IL_MIP | 0.770 |
| IL_MIP_23 <- IL | 0.682 |
| IL_MIP_24 <- IL | 0.650 |
| IL_MIP_24 <- IL_MIP | 0.765 |
| IL_MIP_25 <- IL_MIP | 0.764 |

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| | |
|---|---|
| IL_MIP_25 <- IL | 0.664 |
| IL_PSL_26 <- IL | 0.687 |
| IL_PSL_26 <- IL_PSL | 0.720 |
| IL_PSL_27 <- IL | 0.698 |
| IL_PSL_27 <- IL_PSL | 0.732 |
| IL_PSL_28 <- IL | 0.728 |
| IL_PSL_28 <- IL_PSL | 0.773 |
| IL_PSL_29 <- IL_PSL | 0.781 |
| IL_PSL_29 <- IL | 0.745 |
| IL_PSL_30 <- IL_PSL | 0.735 |
| IL_PSL_30 <- IL | 0.666 |
| IL_PSL_31 <- IL | 0.717 |
| IL_PSL_31 <- IL_PSL | 0.770 |
| IL_PSL_32 <- IL | 0.707 |
| IL_PSL_32 <- IL_PSL | 0.746 |
| IL_PSL_33 <- IL_PSL | 0.738 |
| IL_PSL_33 <- IL | 0.678 |
| IL_PSL_34 <- IL | 0.714 |
| IL_PSL_34 <- IL_PSL | 0.786 |
| IL_PSL_35 <- IL_PSL | 0.748 |
| IL_PSL_35 <- IL | 0.684 |
| IL_PSL_36 <- IL | 0.689 |
| IL_PSL_36 <- IL_PSL | 0.750 |
| IL_PSL_37 <- IL_PSL | 0.743 |
| IL_PSL_37 <- IL | 0.668 |
| IL_PSL_38 <- IL_PSL | 0.749 |
| IL_PSL_38 <- IL | 0.676 |
| IL_PSL_39 <- IL | 0.696 |
| IL_PSL_39 <- IL_PSL | 0.770 |
| IL_PSL_40 <- IL_PSL | 0.782 |
| IL_PSL_40 <- IL | 0.715 |
| IL_PSL_41 <- IL_PSL | 0.770 |
| IL_PSL_41 <- IL | 0.703 |
| IL_PSL_42 <- IL_PSL | 0.764 |
| IL_PSL_42 <- IL | 0.693 |
| IL_PSL_43 <- IL | 0.663 |
| IL_PSL_43 <- IL_PSL | 0.723 |
| IL_PSL_44 <- IL_PSL | 0.733 |
| IL_PSL_44 <- IL | 0.649 |
| IL_PSL_45 <- IL | 0.674 |
| IL_PSL_45 <- IL_PSL | 0.752 |
| IL_PSL_46 <- IL_PSL | 0.747 |
| IL_PSL_46 <- IL | 0.706 |
| IL_PSL_47 <- IL | 0.657 |

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| | |
|---|---|
| IL_PSL_47 <- IL_PSL | 0.738 |
| IL_PSL_48 <- IL_PSL | 0.730 |
| IL_PSL_48 <- IL | 0.675 |
| IL_PSL_49 <- IL_PSL | 0.755 |
| IL_PSL_49 <- IL | 0.695 |
| IL_PSL_50 <- IL | 0.675 |
| IL_PSL_50 <- IL_PSL | 0.733 |
| TP_AS_1 <- TP_AS | 0.809 |
| TP_AS_1 <- TP | 0.573 |
| TP_AS_2 <- TP | 0.582 |
| TP_AS_2 <- TP_AS | 0.859 |
| TP_AS_3 <- TP | 0.543 |
| TP_AS_3 <- TP_AS | 0.856 |
| TP_AS_4 <- TP | 0.577 |
| TP_AS_4 <- TP_AS | 0.856 |
| TP_AS_5 <- TP | 0.530 |
| TP_AS_5 <- TP_AS | 0.831 |
| TP_EC_1 <- TP_EC | 0.866 |
| TP_EC_1 <- TP | 0.575 |
| TP_EC_2 <- TP | 0.569 |
| TP_EC_2 <- TP_EC | 0.876 |
| TP_EC_3 <- TP | 0.554 |
| TP_EC_3 <- TP_EC | 0.882 |
| TP_IPS_1 <- TP_IPS | 0.805 |
| TP_IPS_1 <- TP | 0.601 |
| TP_IPS_2 <- TP | 0.605 |
| TP_IPS_2 <- TP_IPS | 0.792 |
| TP_IPS_3 <- TP | 0.600 |
| TP_IPS_3 <- TP_IPS | 0.827 |
| TP_IPS_4 <- TP | 0.593 |
| TP_IPS_4 <- TP_IPS | 0.799 |
| TP_IPS_5 <- TP_IPS | 0.801 |
| TP_IPS_5 <- TP | 0.594 |
| TP_IPS_6 <- TP_IPS | 0.803 |
| TP_IPS_6 <- TP | 0.548 |
| TP_IPS_7 <- TP | 0.603 |
| TP_IPS_7 <- TP_IPS | 0.810 |
| TP_LE_1 <- TP | 0.578 |
| TP_LE_1 <- TP_LE | 0.841 |
| TP_LE_2 <- TP | 0.598 |
| TP_LE_2 <- TP_LE | 0.850 |
| TP_LE_3 <- TP_LE | 0.850 |
| TP_LE_3 <- TP | 0.627 |
| TP_LE_4 <- TP_LE | 0.857 |

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| | |
|---|---|
| TP_LE_4 <- TP | 0.622 |
| TP_LE_5 <- TP_LE | 0.814 |
| TP_LE_5 <- TP | 0.570 |
| TP_SMK_1 <- TP | 0.638 |
| TP_SMK_1 <- TP_SMK | 0.786 |
| TP_SMK_2 <- TP_SMK | 0.807 |
| TP_SMK_2 <- TP | 0.617 |
| TP_SMK_3 <- TP_SMK | 0.822 |
| TP_SMK_3 <- TP | 0.647 |
| TP_SMK_4 <- TP_SMK | 0.813 |
| TP_SMK_4 <- TP | 0.646 |
| TP_SMK_5 <- TP | 0.651 |
| TP_SMK_5 <- TP_SMK | 0.841 |
| TP_SMK_6 <- TP | 0.625 |
| TP_SMK_6 <- TP_SMK | 0.796 |
| TP_SMK_7 <- TP | 0.604 |
| TP_SMK_7 <- TP_SMK | 0.798 |
| TP_SMK_8 <- TP_SMK | 0.771 |
| TP_SMK_8 <- TP | 0.621 |
| TSE_CM_1 <- TSE_CM | 0.865 |
| TSE_CM_1 <- TSE | 0.704 |
| TSE_CM_2 <- TSE_CM | 0.900 |
| TSE_CM_2 <- TSE | 0.696 |
| TSE_CM_3 <- TSE | 0.679 |
| TSE_CM_3 <- TSE_CM | 0.878 |
| TSE_CM_4 <- TSE | 0.625 |
| TSE_CM_4 <- TSE_CM | 0.857 |
| TSE_IS_1 <- TSE_IS | 0.844 |
| TSE_IS_1 <- TSE | 0.521 |
| TSE_IS_2 <- TSE_IS | 0.914 |
| TSE_IS_2 <- TSE | 0.585 |
| TSE_IS_3 <- TSE_IS | 0.908 |
| TSE_IS_3 <- TSE | 0.576 |
| TSE_IS_4 <- TSE | 0.614 |
| TSE_IS_4 <- TSE_IS | 0.861 |
| TSE_SE_1 <- TSE | 0.664 |
| TSE_SE_1 <- TSE_SE | 0.862 |
| TSE_SE_2 <- TSE | 0.618 |
| TSE_SE_2 <- TSE_SE | 0.862 |
| TSE_SE_3 <- TSE_SE | 0.870 |
| TSE_SE_3 <- TSE | 0.635 |
| TSE_SE_4 <- TSE_SE | 0.845 |
| TSE_SE_4 <- TSE | 0.683 |
| IL_DSM_1 <- IL_DSM | 0.796 |

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| | |
|---|---|
| IL_DSM_1 <- IL | 0.688 |

5.Outer weights

| | Outer weights |
|---|---|
| IL_DSM_10 <- IL | 0.030 |
| IL_DSM_10 <- IL_DSM | 0.123 |
| IL_DSM_2 <- IL | 0.031 |
| IL_DSM_2 <- IL_DSM | 0.122 |
| IL_DSM_3 <- IL_DSM | 0.120 |
| IL_DSM_3 <- IL | 0.030 |
| IL_DSM_4 <- IL_DSM | 0.128 |
| IL_DSM_4 <- IL | 0.032 |
| IL_DSM_5 <- IL | 0.031 |
| IL_DSM_5 <- IL_DSM | 0.123 |
| IL_DSM_6 <- IL_DSM | 0.123 |
| IL_DSM_6 <- IL | 0.030 |
| IL_DSM_7 <- IL_DSM | 0.124 |
| IL_DSM_7 <- IL | 0.030 |
| IL_DSM_8 <- IL | 0.032 |
| IL_DSM_8 <- IL_DSM | 0.132 |
| IL_DSM_9 <- IL_DSM | 0.128 |
| IL_DSM_9 <- IL | 0.031 |
| IL_MIP_11 <- IL | 0.030 |
| IL_MIP_11 <- IL_MIP | 0.088 |
| IL_MIP_12 <- IL_MIP | 0.088 |
| IL_MIP_12 <- IL | 0.029 |
| IL_MIP_13 <- IL | 0.029 |
| IL_MIP_13 <- IL_MIP | 0.087 |
| IL_MIP_14 <- IL | 0.028 |
| IL_MIP_14 <- IL_MIP | 0.085 |
| IL_MIP_15 <- IL_MIP | 0.085 |
| IL_MIP_15 <- IL | 0.028 |
| IL_MIP_16 <- IL | 0.030 |
| IL_MIP_16 <- IL_MIP | 0.088 |
| IL_MIP_17 <- IL | 0.028 |
| IL_MIP_17 <- IL_MIP | 0.080 |
| IL_MIP_18 <- IL | 0.029 |
| IL_MIP_18 <- IL_MIP | 0.083 |
| IL_MIP_19 <- IL | 0.031 |
| IL_MIP_19 <- IL_MIP | 0.089 |
| IL_MIP_20 <- IL_MIP | 0.085 |
| IL_MIP_20 <- IL | 0.029 |

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| | |
|---|---|
| IL_MIP_21 <- IL | 0.030 |
| IL_MIP_21 <- IL_MIP | 0.088 |
| IL_MIP_22 <- IL_MIP | 0.090 |
| IL_MIP_22 <- IL | 0.031 |
| IL_MIP_23 <- IL_MIP | 0.093 |
| IL_MIP_23 <- IL | 0.032 |
| IL_MIP_24 <- IL | 0.031 |
| IL_MIP_24 <- IL_MIP | 0.089 |
| IL_MIP_25 <- IL_MIP | 0.091 |
| IL_MIP_25 <- IL | 0.031 |
| IL_PSL_26 <- IL | 0.030 |
| IL_PSL_26 <- IL_PSL | 0.053 |
| IL_PSL_27 <- IL | 0.031 |
| IL_PSL_27 <- IL_PSL | 0.054 |
| IL_PSL_28 <- IL | 0.032 |
| IL_PSL_28 <- IL_PSL | 0.056 |
| IL_PSL_29 <- IL_PSL | 0.057 |
| IL_PSL_29 <- IL | 0.034 |
| IL_PSL_30 <- IL_PSL | 0.051 |
| IL_PSL_30 <- IL | 0.029 |
| IL_PSL_31 <- IL | 0.032 |
| IL_PSL_31 <- IL_PSL | 0.055 |
| IL_PSL_32 <- IL | 0.032 |
| IL_PSL_32 <- IL_PSL | 0.055 |
| IL_PSL_33 <- IL_PSL | 0.052 |
| IL_PSL_33 <- IL | 0.029 |
| IL_PSL_34 <- IL | 0.031 |
| IL_PSL_34 <- IL_PSL | 0.055 |
| IL_PSL_35 <- IL_PSL | 0.053 |
| IL_PSL_35 <- IL | 0.030 |
| IL_PSL_36 <- IL | 0.030 |
| IL_PSL_36 <- IL_PSL | 0.053 |
| IL_PSL_37 <- IL_PSL | 0.052 |
| IL_PSL_37 <- IL | 0.029 |
| IL_PSL_38 <- IL_PSL | 0.052 |
| IL_PSL_38 <- IL | 0.030 |
| IL_PSL_39 <- IL | 0.030 |
| IL_PSL_39 <- IL_PSL | 0.054 |
| IL_PSL_40 <- IL_PSL | 0.055 |
| IL_PSL_40 <- IL | 0.031 |
| IL_PSL_41 <- IL_PSL | 0.054 |
| IL_PSL_41 <- IL | 0.030 |
| IL_PSL_42 <- IL_PSL | 0.053 |
| IL_PSL_42 <- IL | 0.030 |

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| | |
|---|---|
| IL_PSL_43 <- IL | 0.029 |
| IL_PSL_43 <- IL_PSL | 0.051 |
| IL_PSL_44 <- IL_PSL | 0.050 |
| IL_PSL_44 <- IL | 0.028 |
| IL_PSL_45 <- IL | 0.029 |
| IL_PSL_45 <- IL_PSL | 0.052 |
| IL_PSL_46 <- IL_PSL | 0.054 |
| IL_PSL_46 <- IL | 0.031 |
| IL_PSL_47 <- IL | 0.028 |
| IL_PSL_47 <- IL_PSL | 0.051 |
| IL_PSL_48 <- IL_PSL | 0.052 |
| IL_PSL_48 <- IL | 0.029 |
| IL_PSL_49 <- IL_PSL | 0.054 |
| IL_PSL_49 <- IL | 0.030 |
| IL_PSL_50 <- IL | 0.029 |
| IL_PSL_50 <- IL_PSL | 0.052 |
| TP_AS_1 <- TP_AS | 0.243 |
| TP_AS_1 <- TP | 0.060 |
| TP_AS_2 <- TP | 0.060 |
| TP_AS_2 <- TP_AS | 0.246 |
| TP_AS_3 <- TP | 0.057 |
| TP_AS_3 <- TP_AS | 0.230 |
| TP_AS_4 <- TP | 0.060 |
| TP_AS_4 <- TP_AS | 0.244 |
| TP_AS_5 <- TP | 0.055 |
| TP_AS_5 <- TP_AS | 0.224 |
| TP_EC_1 <- TP_EC | 0.387 |
| TP_EC_1 <- TP | 0.064 |
| TP_EC_2 <- TP | 0.061 |
| TP_EC_2 <- TP_EC | 0.383 |
| TP_EC_3 <- TP | 0.060 |
| TP_EC_3 <- TP_EC | 0.373 |
| TP_IPS_1 <- TP_IPS | 0.180 |
| TP_IPS_1 <- TP | 0.060 |
| TP_IPS_2 <- TP | 0.061 |
| TP_IPS_2 <- TP_IPS | 0.181 |
| TP_IPS_3 <- TP | 0.059 |
| TP_IPS_3 <- TP_IPS | 0.180 |
| TP_IPS_4 <- TP | 0.059 |
| TP_IPS_4 <- TP_IPS | 0.178 |
| TP_IPS_5 <- TP_IPS | 0.178 |
| TP_IPS_5 <- TP | 0.060 |
| TP_IPS_6 <- TP_IPS | 0.164 |
| TP_IPS_6 <- TP | 0.055 |

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| | |
|---|---|
| TP_IPS_7 <- TP | 0.061 |
| TP_IPS_7 <- TP_IPS | 0.181 |
| TP_LE_1 <- TP | 0.059 |
| TP_LE_1 <- TP_LE | 0.229 |
| TP_LE_2 <- TP | 0.061 |
| TP_LE_2 <- TP_LE | 0.237 |
| TP_LE_3 <- TP_LE | 0.248 |
| TP_LE_3 <- TP | 0.064 |
| TP_LE_4 <- TP_LE | 0.246 |
| TP_LE_4 <- TP | 0.064 |
| TP_LE_5 <- TP_LE | 0.226 |
| TP_LE_5 <- TP | 0.058 |
| TP_SMK_1 <- TP | 0.062 |
| TP_SMK_1 <- TP_SMK | 0.157 |
| TP_SMK_2 <- TP_SMK | 0.152 |
| TP_SMK_2 <- TP | 0.058 |
| TP_SMK_3 <- TP_SMK | 0.159 |
| TP_SMK_3 <- TP | 0.062 |
| TP_SMK_4 <- TP_SMK | 0.159 |
| TP_SMK_4 <- TP | 0.063 |
| TP_SMK_5 <- TP | 0.062 |
| TP_SMK_5 <- TP_SMK | 0.160 |
| TP_SMK_6 <- TP | 0.059 |
| TP_SMK_6 <- TP_SMK | 0.154 |
| TP_SMK_7 <- TP | 0.056 |
| TP_SMK_7 <- TP_SMK | 0.149 |
| TP_SMK_8 <- TP_SMK | 0.153 |
| TP_SMK_8 <- TP | 0.059 |
| TSE_CM_1 <- TSE_CM | 0.297 |
| TSE_CM_1 <- TSE | 0.143 |
| TSE_CM_2 <- TSE_CM | 0.294 |
| TSE_CM_2 <- TSE | 0.147 |
| TSE_CM_3 <- TSE | 0.142 |
| TSE_CM_3 <- TSE_CM | 0.287 |
| TSE_CM_4 <- TSE | 0.132 |
| TSE_CM_4 <- TSE_CM | 0.264 |
| TSE_IS_1 <- TSE_IS | 0.257 |
| TSE_IS_1 <- TSE | 0.106 |
| TSE_IS_2 <- TSE_IS | 0.289 |
| TSE_IS_2 <- TSE | 0.119 |
| TSE_IS_3 <- TSE_IS | 0.284 |
| TSE_IS_3 <- TSE | 0.118 |
| TSE_IS_4 <- TSE | 0.123 |
| TSE_IS_4 <- TSE_IS | 0.303 |

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| | |
|---|---|
| TSE_SE_1 <- TSE | 0.139 |
| TSE_SE_1 <- TSE_SE | 0.297 |
| TSE_SE_2 <- TSE | 0.126 |
| TSE_SE_2 <- TSE_SE | 0.277 |
| TSE_SE_3 <- TSE_SE | 0.284 |
| TSE_SE_3 <- TSE | 0.134 |
| TSE_SE_4 <- TSE_SE | 0.306 |
| TSE_SE_4 <- TSE | 0.139 |
| IL_DSM_1 <- IL_DSM | 0.138 |
| IL_DSM_1 <- IL | 0.034 |

6.Inner model scores

| | IL_DSM | IL_MIP | IL_PSL | TP | TP_AS | TP_EC | TP_IPS | TP_LE | TP_SMK | TSE | TSE_CM | TSE_IS | TSE_SE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 0 | 0.126 | 0.195 | -0.174 | 0.604 | -0.822 | 0.383 | 0.369 | 0.217 | -0.103 | 0.088 | 0.297 | -0.579 | 0.188 |
| 1 | 0.107 | -0.124 | 0.026 | -0.353 | 0.220 | -0.431 | -0.231 | -0.026 | 0.257 | -1.687 | 1.381 | -0.291 | -1.217 |
| 2 | -0.118 | 0.238 | -0.089 | -0.331 | -0.792 | -0.660 | 1.290 | 0.728 | -0.820 | -0.506 | 0.221 | 0.313 | -0.525 |
| 3 | 0.021 | 0.122 | -0.085 | 0.242 | 0.211 | 0.709 | -0.598 | -0.569 | 0.467 | -0.781 | 0.047 | 0.307 | -0.322 |
| 4 | 0.089 | 0.125 | -0.111 | -0.373 | -0.029 | 0.415 | -0.752 | -0.284 | 0.689 | -0.667 | 1.165 | -1.301 | -0.086 |
| 5 | -0.157 | 0.243 | -0.080 | 0.748 | 0.744 | -0.807 | -1.331 | 0.513 | 0.680 | 0.064 | 1.439 | -0.453 | -1.152 |
| 6 | 0.063 | 0.481 | -0.328 | 0.417 | 0.904 | -0.312 | 0.705 | 0.045 | -1.087 | -1.692 | -1.518 | 0.363 | 1.285 |
| 7 | -0.061 | -0.196 | 0.143 | 0.361 | -0.974 | 0.819 | -1.328 | 0.932 | 0.795 | -0.014 | 0.103 | 0.160 | -0.242 |
| 8 | -0.474 | -0.092 | 0.268 | 0.071 | 0.546 | -0.553 | 1.040 | -0.301 | -0.811 | -0.318 | -0.259 | 0.526 | -0.191 |
| 9 | 0.307 | -0.012 | -0.127 | -1.353 | -0.533 | 1.933 | -0.425 | 0.622 | -0.528 | -0.252 | 1.185 | -1.119 | -0.275 |
| 10 | 0.048 | 0.312 | -0.207 | -0.384 | -0.469 | -0.302 | -0.042 | 1.258 | -0.368 | 0.279 | -0.555 | -0.597 | 1.130 |
| 11 | -0.087 | 0.479 | -0.253 | 0.274 | -2.109 | 0.774 | 0.039 | 0.737 | 0.484 | 0.407 | 0.677 | -1.722 | 0.798 |
| 12 | -0.475 | 0.563 | -0.130 | -0.888 | 1.340 | 1.207 | -0.622 | -0.412 | -0.549 | 0.031 | 0.174 | 0.719 | -0.841 |
| 13 | -0.606 | 0.206 | 0.140 | 0.265 | -0.076 | 0.130 | 0.782 | -0.186 | -0.568 | -0.028 | 0.329 | -0.105 | -0.242 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 14 | 0.152 | 0.782 | -0.537 | 0.349 | -1.306 | 0.416 | -0.716 | 0.400 | 1.013 | 0.578 | 0.533 | -1.053 | 0.366 |
| 15 | 1.150 | 0.365 | -0.728 | -0.679 | 1.134 | -0.086 | -0.648 | -0.055 | -0.081 | -0.218 | -0.489 | 0.713 | -0.107 |
| 16 | -0.494 | -0.043 | 0.247 | -0.405 | 0.391 | 0.610 | -0.290 | -0.584 | 0.131 | -0.125 | 0.234 | 0.312 | -0.538 |
| 17 | 0.818 | -0.345 | -0.156 | -0.232 | 1.462 | -0.897 | 0.871 | -0.496 | -0.972 | -0.113 | -0.867 | 1.384 | -0.308 |
| 18 | 0.998 | 0.431 | -0.707 | -0.358 | 0.807 | -0.770 | -0.753 | 1.375 | -0.458 | 0.825 | -0.857 | 0.171 | 0.778 |
| 19 | -0.457 | 0.549 | -0.130 | 0.407 | -0.020 | -0.829 | 0.879 | 0.501 | -0.729 | 0.597 | -0.528 | 0.089 | 0.498 |
| 20 | -0.542 | 0.804 | -0.248 | 0.346 | -1.199 | 0.425 | 0.137 | -0.326 | 0.682 | 0.008 | 0.695 | -0.716 | -0.105 |
| 21 | -0.461 | -0.078 | 0.247 | 0.647 | 0.150 | 0.396 | -0.955 | 0.226 | 0.415 | 1.057 | 0.033 | 0.051 | -0.083 |
| 22 | 1.248 | -0.082 | -0.500 | 0.849 | -0.935 | 0.299 | 0.436 | -0.644 | 0.523 | 0.544 | 0.643 | -0.321 | -0.393 |
| 23 | 0.059 | 0.196 | -0.149 | 0.213 | 0.194 | 0.153 | -0.267 | 0.699 | -0.433 | 1.014 | 0.074 | -0.234 | 0.136 |
| 24 | -0.064 | 0.267 | -0.130 | 0.845 | 0.043 | 0.108 | -0.242 | 0.102 | 0.067 | 0.849 | -0.052 | 0.001 | 0.055 |
| 25 | -0.491 | 0.369 | -0.016 | 0.371 | -0.728 | -0.558 | 0.847 | 0.149 | -0.142 | -0.290 | 0.031 | -0.421 | 0.346 |
| 26 | -0.590 | 0.505 | -0.034 | -0.426 | 1.469 | 0.955 | -1.032 | -1.466 | 0.546 | -0.077 | 0.063 | 1.445 | -1.374 |
| 27 | 0.239 | 0.138 | -0.194 | -0.002 | -1.075 | 0.906 | -0.374 | -0.786 | 1.156 | -0.706 | 0.921 | -0.479 | -0.561 |
| 28 | 0.774 | -0.981 | 0.260 | 0.093 | -0.356 | -0.535 | 1.013 | -0.201 | -0.284 | -0.274 | -0.371 | -0.007 | 0.414 |
| 29 | -0.482 | -0.423 | 0.460 | 0.080 | 0.619 | 0.862 | -1.410 | -1.530 | 1.490 | 0.131 | 0.239 | 1.011 | -1.170 |
| 30 | 0.387 | 0.877 | -0.692 | -0.105 | 1.189 | -0.504 | -0.520 | 1.118 | -0.844 | 0.900 | -0.795 | 0.503 | 0.414 |
| 31 | 0.432 | -0.611 | 0.180 | -0.062 | 1.023 | 0.399 | -0.765 | -0.789 | 0.366 | 0.211 | -0.097 | 0.863 | -0.667 |
| 32 | 0.606 | -0.559 | 0.077 | 0.203 | -0.047 | 0.392 | 0.116 | -1.504 | 0.778 | -0.666 | 0.446 | 0.323 | -0.774 |
| 33 | -0.456 | 0.222 | 0.063 | 0.324 | -0.708 | 0.030 | -0.422 | 0.563 | 0.427 | 0.642 | -0.018 | -0.544 | 0.512 |
| 34 | 0.236 | -0.857 | 0.413 | 0.278 | -1.004 | 0.317 | 1.079 | -0.869 | 0.153 | -0.386 | 0.661 | -0.359 | -0.396 |
| 35 | -0.021 | 0.748 | -0.437 | 0.084 | 0.933 | 0.668 | -0.885 | -1.099 | 0.617 | 0.084 | 0.159 | 0.972 | -1.051 |
| 36 | 0.1 | 1.1 | -0. | 0.0 | -0. | 0.7 | -1. | 0.9 | 0.4 | 0.7 | 0.2 | -0. | 0.3 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 43 | 13 | 743 | 64 | 565 | 12 | 130 | 13 | 22 | 59 | 90 | 798 | 95 |
| 37 | -0.274 | 0.688 | -0.296 | -0.509 | -0.168 | 0.590 | -1.039 | 0.403 | 0.499 | 0.102 | 0.484 | -0.480 | -0.092 |
| 38 | -0.731 | 0.365 | 0.103 | -0.157 | -0.744 | 0.150 | 0.689 | -0.360 | 0.054 | -0.447 | 0.228 | -0.358 | 0.062 |
| 39 | -0.733 | -0.423 | 0.591 | -0.273 | 1.182 | -0.926 | 1.645 | -1.162 | -1.011 | -0.769 | -0.635 | 1.350 | -0.527 |
| 40 | 0.698 | 0.617 | -0.681 | -0.126 | -0.472 | -0.560 | 0.937 | 0.216 | -0.418 | -0.604 | 0.143 | -0.392 | 0.205 |
| 41 | 0.041 | 0.360 | -0.247 | 0.519 | -0.017 | 0.630 | 0.194 | -1.089 | 0.304 | 0.151 | 0.266 | 0.482 | -0.724 |
| 42 | -0.656 | 0.421 | 0.031 | 0.887 | 0.138 | 0.201 | 0.159 | 0.014 | -0.326 | 0.970 | 0.032 | 0.072 | -0.095 |
| 43 | 0.227 | -0.867 | 0.440 | 0.471 | -0.723 | -0.288 | 0.604 | 0.582 | -0.329 | 0.618 | -0.119 | -0.584 | 0.642 |
| 44 | -0.450 | 0.451 | -0.080 | 0.816 | 0.138 | 0.205 | 0.313 | -0.364 | -0.197 | 0.703 | 0.132 | 0.349 | -0.449 |
| 45 | -0.571 | 0.825 | -0.253 | 0.593 | -0.964 | 0.639 | 0.371 | -0.663 | 0.463 | -0.041 | 0.451 | -0.424 | -0.121 |
| 46 | 1.003 | -0.685 | -0.029 | 0.192 | -1.237 | 0.578 | -0.296 | 0.864 | 0.227 | 0.700 | 0.125 | -1.187 | 0.907 |
| 47 | -0.149 | 1.084 | -0.598 | -0.238 | -1.175 | 0.833 | -1.330 | 1.126 | 0.798 | 0.667 | 0.355 | -1.196 | 0.680 |
| 48 | 0.151 | 0.118 | -0.137 | 0.269 | 0.059 | -0.157 | 0.108 | -0.212 | 0.073 | -0.049 | -0.146 | -0.006 | 0.169 |
| 49 | 0.494 | 0.187 | -0.342 | 0.567 | 0.085 | 0.522 | -1.399 | 0.557 | 0.566 | 1.136 | 0.082 | -0.306 | 0.186 |
| 50 | -0.121 | 0.347 | -0.153 | -0.536 | 0.767 | -0.647 | -0.479 | 0.568 | -0.179 | -0.015 | -0.855 | 0.346 | 0.600 |
| 51 | -0.072 | 0.086 | -0.008 | -0.391 | -0.402 | -0.042 | 1.005 | -0.637 | -0.166 | -0.787 | 0.384 | -0.010 | -0.397 |
| 52 | -0.126 | 0.451 | -0.223 | 0.675 | 0.064 | 0.328 | 0.167 | 0.156 | -0.431 | 0.929 | -0.198 | 0.067 | 0.147 |
| 53 | 0.306 | -0.250 | 0.018 | 0.492 | 0.639 | 0.072 | -0.180 | -1.385 | 0.638 | -0.260 | -0.144 | 0.908 | -0.674 |
| 54 | 0.165 | 0.129 | -0.151 | 0.478 | -0.080 | -0.821 | 0.138 | -0.004 | 0.288 | -0.118 | -0.373 | -0.002 | 0.393 |
| 55 | 0.088 | 0.031 | -0.058 | 0.042 | 0.260 | 0.523 | 0.384 | -0.952 | -0.086 | -0.223 | 0.222 | 0.351 | -0.561 |
| 56 | -0.108 | 0.394 | -0.194 | 0.058 | 0.477 | 0.963 | -0.222 | 0.029 | -0.535 | 0.830 | 0.332 | 0.087 | -0.440 |
| 57 | 0.627 | 0.011 | -0.289 | 0.714 | -0.812 | 0.421 | -0.461 | 0.245 | 0.569 | 0.641 | 0.359 | -0.698 | 0.231 |
| 58 | -0.303 | 0.296 | -0.043 | -0.500 | 0.424 | 1.261 | 0.036 | -0.744 | -0.331 | 0.043 | 0.810 | 0.266 | -1.105 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 59 | 0.215 | 0.173 | -0.197 | 0.901 | 0.147 | -0.300 | 0.102 | -0.202 | 0.082 | 0.541 | -0.180 | 0.286 | -0.054 |
| 60 | 0.046 | 0.362 | -0.246 | -0.745 | -0.118 | -0.165 | -0.526 | 0.695 | 0.137 | -0.115 | -0.343 | -0.273 | 0.618 |
| 61 | 0.190 | 0.142 | -0.171 | 0.826 | 0.276 | 0.145 | -0.054 | -0.444 | 0.108 | 0.580 | -0.106 | 0.350 | -0.201 |
| 62 | -0.760 | 0.609 | -0.027 | 0.130 | 0.719 | 0.974 | 0.608 | -0.299 | -1.197 | -1.772 | -0.019 | -0.040 | 0.055 |
| 63 | 0.312 | -0.093 | -0.084 | -0.514 | -0.528 | 1.195 | 0.100 | -0.731 | 0.237 | 1.240 | -0.036 | 0.040 | -0.007 |
| 64 | -0.590 | 0.870 | -0.268 | -0.214 | 1.018 | -1.253 | -0.051 | 1.016 | -0.760 | -0.371 | -0.050 | 0.034 | 0.010 |
| 65 | 0.445 | -0.311 | -0.010 | -0.031 | 0.176 | -0.782 | 0.446 | -1.450 | 0.806 | -0.371 | -0.064 | 0.039 | 0.032 |
| 66 | 0.340 | 0.209 | -0.277 | 0.853 | 0.080 | -0.166 | -0.360 | 0.142 | 0.233 | 0.633 | -0.113 | 0.128 | 0.007 |
| 67 | -0.877 | 0.861 | -0.121 | -0.086 | 1.359 | -1.286 | 0.466 | 0.345 | -0.961 | -1.143 | -0.042 | -0.008 | 0.049 |
| 68 | -0.185 | 0.240 | -0.057 | 0.096 | 0.797 | -0.715 | 0.814 | -0.789 | -0.383 | -0.855 | -0.075 | 0.049 | 0.027 |
| 69 | 0.173 | -0.006 | -0.066 | -0.345 | -0.734 | -0.468 | 0.564 | -0.381 | 0.434 | -0.619 | -0.048 | 0.025 | 0.023 |
| 70 | -0.153 | -0.059 | 0.123 | -0.489 | -0.570 | -0.119 | 1.852 | -1.355 | -0.284 | -1.412 | -0.443 | 0.637 | -0.091 |
| 71 | 0.669 | -0.377 | -0.064 | -0.303 | -0.984 | 0.270 | -0.477 | -0.239 | 1.093 | -0.922 | 0.054 | -0.510 | 0.401 |
| 72 | -0.124 | -0.053 | 0.071 | -0.073 | 0.868 | -1.559 | -1.403 | 0.989 | 0.655 | 0.583 | -0.232 | -0.240 | 0.471 |
| 73 | -1.003 | 0.314 | 0.248 | -0.906 | 1.841 | -0.839 | 0.245 | -0.508 | -0.684 | 0.013 | -1.047 | 1.031 | 0.194 |
| 74 | -0.826 | -0.131 | 0.443 | -0.064 | -0.689 | 0.776 | -0.006 | 0.796 | -0.412 | -0.003 | 0.704 | -0.220 | -0.564 |
| 75 | 0.097 | 0.066 | -0.073 | -0.261 | -0.036 | 0.220 | 0.668 | -1.026 | 0.044 | -0.987 | -0.338 | 0.156 | 0.223 |
| 76 | -0.045 | -0.364 | 0.245 | -0.617 | 0.135 | 0.741 | -0.288 | -0.804 | 0.394 | -0.797 | 0.146 | 0.259 | -0.379 |
| 77 | 0.074 | -0.570 | 0.320 | -0.506 | -1.095 | -0.247 | 1.255 | -0.918 | 0.328 | -1.625 | -0.030 | -0.038 | 0.060 |
| 78 | 0.794 | 0.407 | -0.588 | 0.318 | -0.115 | -1.504 | 0.624 | -0.388 | 0.433 | -0.035 | -0.535 | 0.403 | 0.221 |
| 79 | -0.393 | 0.790 | -0.307 | -0.474 | 0.078 | -0.743 | 0.441 | 1.015 | -0.803 | 0.458 | 0.404 | -0.774 | 0.252 |
| 80 | 0.484 | 0.238 | -0.369 | 0.401 | 0.699 | -1.574 | -0.767 | 0.594 | 0.480 | 0.964 | -0.114 | -0.074 | 0.191 |
| 81 | 0.3 | 0.7 | -0. | -0. | 0.7 | -0. | -0. | -0. | 0.1 | 0.3 | -0. | 0.3 | 0.1 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 75 | 54 | 623 | 028 | 49 | 709 | 150 | 275 | 38 | 09 | 442 | 90 | 36 |
| 82 | 0.326 | -0.514 | 0.170 | -0.264 | -0.733 | 1.068 | -0.312 | -0.761 | 0.809 | -1.051 | 0.201 | -0.129 | -0.105 |
| 83 | -0.608 | -0.451 | 0.537 | -0.257 | -1.070 | 0.038 | -0.401 | 1.189 | 0.214 | -0.421 | 0.623 | -0.991 | 0.216 |
| 84 | 0.217 | 0.427 | -0.351 | 0.864 | -0.552 | 0.260 | 0.229 | 0.269 | -0.135 | 0.664 | 0.265 | 0.019 | -0.309 |
| 85 | -0.509 | 0.316 | 0.035 | -0.626 | 0.328 | 0.254 | -0.223 | 0.706 | -0.601 | 0.323 | 0.170 | -0.520 | 0.279 |
| 86 | -0.282 | 0.009 | 0.122 | -0.598 | -0.677 | -0.096 | 0.184 | 0.867 | -0.278 | -0.054 | 0.363 | -0.198 | -0.216 |
| 87 | 0.758 | -0.001 | -0.338 | 0.018 | -0.844 | -1.280 | -0.122 | 0.462 | 0.870 | -0.293 | -0.037 | -0.430 | 0.428 |
| 88 | -0.390 | -0.786 | 0.636 | 0.150 | 0.182 | 0.059 | -1.286 | 1.089 | 0.248 | 0.706 | 0.201 | -0.242 | 0.013 |
| 89 | -0.447 | -0.922 | 0.742 | 0.364 | 0.417 | 0.545 | -1.348 | 0.148 | 0.573 | 0.718 | 0.097 | -0.110 | -0.009 |
| 90 | 0.898 | -0.726 | 0.036 | 0.175 | -1.196 | 0.784 | -0.913 | 0.508 | 0.889 | -0.073 | 0.413 | -0.782 | 0.262 |
| 91 | 0.219 | 0.258 | -0.257 | 0.744 | 0.495 | -1.679 | 0.138 | -0.167 | 0.388 | 0.738 | -0.319 | 0.215 | 0.169 |
| 92 | -0.285 | -0.438 | 0.391 | 1.109 | -0.157 | 0.104 | 0.060 | -0.092 | 0.064 | 0.935 | 0.112 | 0.117 | -0.222 |
| 93 | 1.737 | -1.343 | 0.050 | -0.766 | -1.216 | -0.643 | -0.640 | 1.314 | 0.709 | -0.553 | 0.857 | -1.023 | -0.001 |
| 94 | -0.828 | 0.227 | 0.233 | 1.476 | -0.790 | 0.129 | 0.412 | -0.533 | 0.449 | 0.937 | 0.347 | 0.071 | -0.442 |
| 95 | 1.249 | -1.211 | 0.177 | 0.443 | -0.446 | 0.620 | -1.058 | -0.181 | 1.063 | 0.070 | -0.030 | -0.073 | 0.091 |
| 96 | 1.188 | -0.499 | -0.233 | -0.235 | 1.390 | -1.133 | -0.795 | -0.405 | 0.552 | 0.073 | -1.052 | 0.834 | 0.377 |
| 97 | -0.351 | -0.513 | 0.460 | -0.493 | 0.792 | -1.410 | 0.228 | 0.188 | -0.240 | 0.075 | -0.131 | -0.018 | 0.173 |
| 98 | -0.919 | 0.050 | 0.373 | 0.895 | -1.295 | 0.514 | 0.514 | 0.548 | -0.204 | 0.641 | 0.628 | -0.303 | -0.406 |
| 99 | 1.594 | -0.932 | -0.121 | -0.354 | -0.966 | 0.711 | -0.815 | 0.166 | 0.908 | -0.845 | 0.696 | -0.961 | 0.105 |
| 100 | 0.043 | -1.344 | 0.801 | 0.460 | 0.839 | 0.337 | 0.765 | 0.383 | -1.594 | 1.602 | -0.476 | -0.038 | 0.548 |
| 101 | 0.896 | -0.825 | 0.104 | 0.059 | -0.899 | 1.216 | 0.095 | -1.131 | 0.737 | -0.870 | 0.159 | 0.220 | -0.374 |
| 102 | 0.711 | -0.872 | 0.211 | 0.065 | -0.829 | -0.141 | 0.862 | 0.906 | -0.765 | 0.412 | 0.314 | -0.500 | 0.118 |
| 103 | 0.287 | -0.831 | 0.390 | 0.047 | 0.627 | -0.552 | 1.012 | -0.764 | -0.530 | -0.056 | -0.519 | 0.866 | -0.201 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 104 | 1.335 | -0.666 | -0.183 | -0.491 | -0.849 | -0.810 | -0.442 | 0.721 | 0.775 | -0.326 | 0.028 | -0.362 | 0.304 |
| 105 | 0.227 | -1.005 | 0.500 | 0.008 | -0.330 | -1.070 | -0.481 | -0.395 | 1.336 | -0.413 | -0.348 | 0.184 | 0.202 |
| 106 | -0.555 | 0.049 | 0.197 | 0.588 | -1.567 | -0.222 | 0.325 | -0.294 | 1.001 | -0.281 | 0.565 | -0.199 | -0.436 |
| 107 | 1.324 | -1.346 | 0.231 | 0.469 | 0.428 | 0.034 | -1.301 | 0.397 | 0.567 | 0.002 | 1.587 | -1.759 | -0.133 |
| 108 | 0.368 | -0.636 | 0.208 | 0.332 | 0.159 | -0.009 | -0.238 | 0.122 | 0.017 | 0.432 | 1.587 | -1.759 | -0.133 |
| 109 | -0.619 | 0.372 | 0.061 | -0.444 | -0.122 | -0.223 | 0.313 | -0.164 | 0.003 | -0.454 | 1.587 | -1.759 | -0.133 |
| 110 | 0.780 | -0.172 | -0.231 | -1.305 | -0.479 | -0.446 | 0.835 | -0.452 | 0.061 | 0.520 | 1.587 | -1.759 | -0.133 |
| 111 | 0.140 | -0.183 | 0.055 | -0.286 | -0.597 | 1.313 | 1.078 | -0.658 | -0.657 | 0.417 | 1.587 | -1.759 | -0.133 |
| 112 | 0.547 | -0.919 | 0.314 | 0.194 | 0.150 | -1.834 | 0.799 | 0.116 | -0.090 | 0.267 | 1.587 | -1.759 | -0.133 |
| 113 | 0.235 | -0.768 | 0.365 | -0.626 | -0.139 | 0.016 | -0.098 | -0.152 | 0.273 | 0.492 | 1.587 | -1.759 | -0.133 |
| 114 | -0.970 | 0.025 | 0.424 | -1.855 | -1.176 | 1.245 | 2.016 | -1.176 | -0.733 | -0.563 | 1.587 | -1.759 | -0.133 |
| 115 | 0.778 | -1.236 | 0.406 | 0.267 | 0.203 | -0.273 | -0.182 | 0.137 | 0.063 | 0.448 | 1.587 | -1.759 | -0.133 |
| 116 | 0.175 | 0.438 | -0.341 | 0.115 | -0.453 | 0.388 | 0.542 | -0.520 | 0.001 | -0.355 | 1.587 | -1.759 | -0.133 |
| 117 | 0.249 | 0.262 | -0.263 | 0.179 | -0.380 | -0.355 | 1.290 | -0.466 | -0.409 | -0.539 | 1.587 | -1.759 | -0.133 |
| 118 | 0.625 | -0.101 | -0.223 | 1.631 | 0.239 | 0.109 | -0.381 | 0.103 | 0.063 | -0.868 | 1.587 | -1.759 | -0.133 |
| 119 | 0.229 | -0.849 | 0.419 | 0.185 | 0.077 | 1.514 | -0.649 | 0.017 | -0.129 | -0.075 | -0.114 | 0.164 | -0.023 |
| 120 | 0.394 | -0.545 | 0.149 | -0.248 | 0.252 | -1.363 | 0.144 | 0.270 | 0.101 | -0.195 | -0.002 | 0.350 | -0.308 |
| 121 | 0.364 | -0.041 | -0.154 | 0.183 | 0.250 | 0.244 | -0.973 | 0.210 | 0.448 | -0.086 | -0.592 | 0.548 | 0.156 |
| 122 | 0.307 | -0.582 | 0.215 | -0.479 | -0.220 | -0.961 | 0.266 | -0.218 | 0.462 | -0.207 | -0.214 | -0.336 | 0.522 |
| 123 | 0.140 | -0.159 | 0.026 | 0.176 | 0.108 | 0.962 | -1.355 | 0.067 | 0.652 | -0.177 | -1.177 | 0.634 | 0.698 |
| 124 | 0.306 | -0.162 | -0.020 | -0.359 | -0.614 | 0.122 | 1.320 | -0.676 | -0.346 | 0.251 | 0.888 | -0.895 | -0.152 |
| 125 | -1.195 | 0.372 | 0.304 | -1.698 | -1.082 | 1.043 | 1.841 | -1.076 | -0.622 | -1.583 | 1.301 | -1.056 | -0.436 |
| 126 | 0.8 | -0. | 0.0 | 0.7 | 0.1 | -1. | 0.2 | 0.0 | 0.1 | 1.1 | -0. | 0.1 | 0.0 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 16 | 660 | 41 | 90 | 76 | 395 | 73 | 64 | 94 | 66 | 104 | 25 | 00 |
| 127 | 0.927 | -1.202 | 0.316 | 1.083 | 0.306 | -1.337 | 0.126 | 0.175 | 0.142 | 1.309 | -0.034 | 0.209 | -0.144 |
| 128 | 0.331 | -0.817 | 0.333 | 1.240 | 0.293 | -0.717 | -0.356 | 0.166 | 0.315 | 1.157 | -0.519 | 0.565 | 0.045 |
| 129 | -0.845 | 0.138 | 0.304 | -1.279 | -0.326 | -0.447 | 0.173 | -0.296 | 0.445 | -0.852 | 0.071 | -0.512 | 0.378 |
| 130 | 0.143 | -0.580 | 0.271 | 1.023 | 0.245 | -0.049 | -0.551 | 0.170 | 0.222 | 0.784 | -0.512 | 0.527 | 0.073 |
| 131 | -0.158 | -0.124 | 0.134 | -0.120 | 0.305 | -0.707 | -0.528 | 0.279 | 0.377 | 0.066 | -0.437 | 0.098 | 0.378 |
| 132 | -0.217 | -0.325 | 0.293 | 1.083 | 0.137 | 0.204 | -0.427 | 0.018 | 0.183 | 0.936 | -0.491 | 0.229 | 0.319 |
| 133 | -0.678 | 0.157 | 0.194 | -0.033 | -0.079 | -0.488 | 0.096 | -0.083 | 0.218 | 0.107 | 0.294 | 0.217 | -0.511 |
| 134 | -0.467 | -0.166 | 0.302 | 0.003 | -0.137 | 0.769 | -0.023 | -0.186 | -0.084 | 0.308 | 0.412 | 0.000 | -0.442 |
| 135 | -0.259 | 0.776 | -0.355 | -0.367 | 0.063 | 0.451 | -0.616 | 0.016 | 0.299 | -0.596 | -0.321 | 0.401 | -0.017 |
| 136 | 0.145 | -0.184 | 0.046 | 0.693 | -0.157 | 0.482 | 0.332 | -0.252 | -0.230 | 0.347 | 0.151 | 0.322 | -0.439 |
| 137 | -0.250 | 0.662 | -0.288 | -0.302 | 0.006 | 1.338 | -0.798 | -0.014 | 0.138 | -0.594 | -0.344 | 0.415 | -0.004 |
| 138 | 0.052 | 0.210 | -0.140 | 0.239 | -0.559 | 0.848 | 1.044 | -0.664 | -0.455 | 0.534 | 0.574 | -0.946 | 0.235 |
| 139 | 0.540 | -0.189 | -0.129 | 0.675 | -0.054 | -1.133 | 0.528 | -0.154 | 0.153 | 0.977 | 0.100 | -0.085 | -0.028 |
| 140 | -0.408 | -0.048 | 0.218 | -0.765 | -0.510 | -0.262 | 1.277 | -0.526 | -0.316 | -0.227 | 0.769 | -0.645 | -0.239 |
| 141 | -0.258 | -0.128 | 0.197 | -0.565 | -0.233 | -0.992 | 1.268 | -0.293 | -0.336 | -0.075 | 0.931 | -0.508 | -0.542 |
| 142 | -0.066 | -0.299 | 0.209 | -0.349 | -0.173 | -1.278 | 0.792 | -0.171 | 0.075 | 0.212 | 0.099 | -0.374 | 0.220 |
| 143 | 1.013 | 0.294 | -0.626 | 0.331 | 0.552 | -1.422 | -0.743 | 0.495 | 0.563 | 0.509 | -0.469 | 0.513 | 0.049 |
| 144 | -1.074 | 0.247 | 0.331 | -1.195 | -0.634 | 2.050 | 0.441 | -0.629 | -0.414 | -1.199 | 0.662 | -0.611 | -0.163 |
| 145 | 0.211 | 0.414 | -0.339 | -0.157 | -0.272 | 0.674 | 0.164 | -0.289 | -0.067 | -0.376 | 0.073 | -0.282 | 0.168 |
| 146 | 0.350 | 0.244 | -0.295 | -0.529 | -0.602 | -0.650 | 1.595 | -0.621 | -0.306 | 0.500 | 0.913 | -0.927 | -0.131 |
| 147 | -0.586 | 0.116 | 0.189 | -0.859 | -0.266 | -0.520 | 0.711 | -0.304 | -0.021 | -0.613 | 0.024 | -0.470 | 0.395 |
| 148 | -0.507 | -0.306 | 0.413 | -0.114 | -0.287 | 0.379 | 0.642 | -0.366 | -0.294 | -0.748 | 1.587 | -1.759 | -0.133 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 149 | 1.126 | 0.040 | -0.524 | 0.793 | 0.258 | -0.586 | -0.414 | 0.197 | 0.308 | 0.487 | 1.587 | -1.759 | -0.133 |
| 150 | 0.253 | -0.317 | 0.076 | -0.253 | 0.077 | -0.934 | -0.193 | 0.028 | 0.496 | 0.259 | 1.587 | -1.759 | -0.133 |
| 151 | -0.403 | 0.366 | -0.050 | -0.545 | -0.392 | 0.322 | -0.445 | -0.387 | 0.754 | 0.528 | 1.587 | -1.759 | -0.133 |
| 152 | 0.556 | -0.675 | 0.167 | -1.816 | -1.406 | 1.347 | -1.334 | -1.421 | 2.446 | -1.004 | 1.587 | -1.759 | -0.133 |
| 153 | 0.665 | -0.138 | -0.206 | 0.283 | 0.006 | -0.437 | 0.017 | -0.041 | 0.195 | 0.030 | 1.587 | -1.759 | -0.133 |
| 154 | -0.532 | 0.907 | -0.322 | -0.718 | -1.366 | -0.620 | 0.151 | 0.576 | 0.607 | 0.269 | 1.587 | -1.759 | -0.133 |
| 155 | -0.504 | 0.119 | 0.149 | 0.522 | 0.002 | 0.808 | 0.110 | 0.080 | -0.494 | -0.908 | 1.587 | -1.759 | -0.133 |
| 156 | 1.139 | -0.264 | -0.344 | 0.583 | -0.840 | -0.408 | 0.613 | 0.058 | 0.144 | 1.297 | 0.542 | -0.368 | -0.254 |
| 157 | 0.548 | 0.313 | -0.432 | 0.263 | -0.945 | 0.174 | 0.794 | 0.345 | -0.396 | 0.440 | 0.467 | -0.674 | 0.099 |
| 158 | -1.986 | 0.294 | 0.696 | -0.192 | 0.761 | 1.569 | -0.198 | 1.514 | -1.984 | -1.895 | 0.512 | -0.738 | 0.116 |
| 159 | 0.327 | -0.414 | 0.108 | 0.322 | -1.756 | -0.030 | 0.473 | 0.461 | 0.416 | 0.771 | -0.032 | 0.200 | -0.147 |
| 160 | -0.308 | 1.205 | -0.597 | 0.216 | 1.296 | 1.386 | -0.790 | -0.090 | -0.662 | -0.727 | 0.121 | 0.148 | -0.257 |
| 161 | -0.109 | 0.310 | -0.139 | -0.249 | 1.040 | 0.004 | -0.052 | -0.927 | -0.003 | -0.284 | 0.055 | 0.218 | -0.255 |
| 162 | 1.559 | -0.740 | -0.234 | 0.561 | -1.434 | 1.016 | 0.544 | -0.716 | 0.492 | 1.223 | -0.307 | -0.148 | 0.452 |
| 163 | 0.705 | -0.373 | -0.080 | 0.720 | 0.704 | -0.387 | 0.146 | -0.948 | 0.227 | 0.872 | -0.232 | -0.050 | 0.292 |
| 164 | 0.928 | -0.254 | -0.254 | 0.025 | -1.231 | -0.169 | 0.232 | 0.474 | 0.338 | 0.595 | 0.098 | 0.194 | -0.264 |
| 165 | -1.006 | -0.225 | 0.581 | 0.012 | 0.968 | -0.464 | -0.719 | 1.311 | -0.675 | -1.328 | -0.140 | -0.036 | 0.182 |
| 166 | -0.411 | -0.165 | 0.285 | 0.418 | 0.310 | -0.598 | -0.322 | 1.013 | -0.342 | -0.353 | -0.237 | -0.079 | 0.312 |
| 167 | 0.853 | -0.526 | -0.054 | 0.936 | 0.446 | -0.009 | 0.127 | -0.850 | 0.181 | 1.112 | -0.107 | 0.133 | 0.002 |
| 168 | -0.176 | 0.293 | -0.100 | -0.447 | 0.260 | -0.977 | -0.450 | 1.252 | -0.201 | -0.819 | 0.046 | 0.056 | -0.092 |
| 169 | 0.407 | -0.668 | 0.230 | 0.075 | 0.960 | -0.118 | -0.151 | -0.641 | 0.004 | -0.142 | -0.315 | -0.163 | 0.483 |
| 170 | 0.778 | -0.407 | -0.092 | -0.143 | -0.526 | -0.132 | 0.306 | -0.338 | 0.348 | 0.548 | 0.132 | 0.293 | -0.407 |
| 171 | 0.1 | -0. | 0.0 | -0. | 0.1 | -0. | -0. | 0.5 | 0.0 | -0. | -0. | 0.0 | 0.0 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 39 | 145 | 24 | 336 | 68 | 763 | 256 | 55 | 62 | 313 | 046 | 13 | 31 |
| 172 | -0.290 | -0.541 | 0.451 | -0.283 | -0.451 | -0.988 | -0.381 | 1.880 | -0.222 | -0.637 | 0.094 | 0.162 | -0.243 |
| 173 | -2.142 | -0.094 | 1.004 | -0.768 | 2.112 | -1.249 | -1.512 | 1.933 | -0.804 | -2.580 | -0.281 | -0.210 | 0.499 |
| 174 | -0.211 | -0.836 | 0.597 | -0.399 | -0.078 | -0.231 | -0.466 | 1.069 | -0.161 | -1.060 | -0.419 | -0.373 | 0.786 |
| 175 | 1.870 | -0.273 | -0.658 | 0.748 | -1.531 | 0.267 | 0.432 | 0.153 | 0.388 | 1.399 | -0.135 | -0.012 | 0.165 |
| 176 | 0.103 | -0.572 | 0.303 | 0.622 | 0.639 | -0.207 | -0.177 | -0.239 | -0.007 | 0.438 | -0.208 | 0.053 | 0.167 |
| 177 | 0.407 | -0.573 | 0.171 | 0.943 | 0.075 | -0.174 | 0.095 | -0.048 | -0.022 | 0.773 | -0.112 | 0.132 | 0.002 |
| 178 | -1.906 | -0.187 | 0.958 | -1.020 | 1.705 | -0.899 | -1.113 | 1.333 | -0.633 | -2.435 | -0.125 | -0.079 | 0.210 |
| 179 | 0.689 | -1.048 | 0.326 | 0.752 | -0.499 | -0.106 | 0.079 | 0.162 | 0.184 | 0.931 | -0.117 | 0.139 | 0.005 |
| 180 | -0.318 | -0.362 | 0.366 | -0.653 | -0.618 | -0.166 | -0.272 | 1.157 | -0.075 | -1.066 | -0.137 | -0.058 | 0.213 |
| 181 | 0.950 | -0.268 | -0.261 | 0.637 | -0.397 | 0.581 | 0.238 | -0.286 | -0.017 | 0.724 | 0.078 | 0.218 | -0.275 |
| 182 | 0.961 | -0.393 | -0.189 | 1.075 | 0.437 | 0.007 | -0.321 | -0.267 | 0.176 | 0.970 | -0.592 | 0.504 | 0.189 |
| 183 | 0.628 | -0.080 | -0.233 | 0.156 | 0.217 | -0.257 | -0.156 | 0.093 | -0.024 | 0.333 | -0.189 | 0.140 | 0.101 |
| 184 | -0.700 | -0.881 | 0.851 | -0.329 | -0.886 | 0.246 | 0.575 | 0.420 | -0.323 | -0.411 | 0.565 | -0.852 | 0.151 |
| 185 | -1.679 | -0.061 | 0.785 | -1.222 | 2.053 | 0.430 | 0.431 | -1.442 | -0.891 | -1.712 | 0.441 | -0.800 | 0.249 |
| 186 | 0.887 | 0.179 | -0.508 | 0.435 | 0.406 | -0.738 | -0.266 | -0.061 | 0.332 | 0.695 | 0.199 | -0.092 | -0.132 |
| 187 | 0.594 | 0.128 | -0.337 | 0.837 | 0.433 | -0.715 | -0.240 | -0.059 | 0.275 | 0.839 | 0.006 | 0.394 | -0.350 |
| 188 | 0.220 | 0.752 | -0.565 | -0.376 | 1.215 | -1.063 | -0.901 | -0.166 | 0.575 | -0.328 | -0.693 | 0.734 | 0.087 |
| 189 | -0.484 | 0.003 | 0.211 | -0.832 | -0.256 | 0.127 | 0.309 | -0.257 | 0.017 | -0.636 | 0.162 | -0.198 | -0.009 |
| 190 | -0.674 | -0.254 | 0.447 | -0.983 | 0.382 | -0.887 | -0.640 | 0.381 | 0.424 | -1.339 | -0.464 | 0.688 | -0.122 |
| 191 | -0.311 | 0.456 | -0.131 | -0.781 | -0.472 | -0.339 | 0.331 | 0.120 | 0.080 | -0.666 | 0.387 | -0.011 | -0.413 |
| 192 | -0.308 | 0.120 | 0.065 | -1.184 | 0.080 | -0.486 | -0.228 | 0.100 | 0.279 | 0.591 | 0.044 | 0.093 | -0.125 |
| 193 | 1.704 | 0.342 | -0.962 | -0.488 | -0.187 | 1.817 | -0.439 | -0.199 | -0.132 | -0.781 | -0.424 | -0.215 | 0.640 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 194 | 0.930 | 1.032 | -1.037 | 0.278 | 0.134 | 0.305 | -0.277 | -0.124 | 0.114 | 0.032 | -0.069 | 0.045 | 0.035 |
| 195 | 0.185 | 1.229 | -0.824 | 1.429 | 0.411 | -1.624 | 0.016 | 0.128 | 0.327 | 0.007 | 0.044 | 1.811 | -1.652 |
| 196 | 1.114 | 0.601 | -0.852 | 1.064 | 0.089 | -0.456 | 0.148 | -0.174 | 0.124 | 0.049 | 0.044 | 1.811 | -1.652 |
| 197 | 0.053 | 0.018 | -0.024 | -1.073 | -0.027 | 0.178 | 1.965 | -1.389 | -0.833 | -0.353 | 0.044 | 1.811 | -1.652 |
| 198 | -0.205 | 1.344 | -0.723 | 0.554 | 0.266 | -1.612 | 0.091 | 0.203 | 0.293 | 0.082 | 0.044 | 1.811 | -1.652 |
| 199 | 1.494 | -0.003 | -0.650 | -0.894 | -0.536 | 1.763 | -0.198 | -0.154 | -0.128 | 0.037 | 0.044 | 1.811 | -1.652 |
| 200 | 1.563 | -0.235 | -0.543 | -1.050 | -0.183 | 1.914 | -0.293 | -0.552 | -0.063 | 0.169 | 0.044 | 1.811 | -1.652 |
| 201 | 0.101 | -0.036 | -0.020 | -1.048 | 1.117 | 1.713 | 1.726 | -2.043 | -1.554 | -1.645 | 0.044 | 1.811 | -1.652 |
| 202 | 1.358 | -0.939 | -0.024 | -1.422 | -0.295 | 2.332 | -0.478 | -0.471 | -0.068 | -0.147 | 0.044 | 1.811 | -1.652 |
| 203 | -0.258 | 0.551 | -0.219 | -0.947 | 0.536 | -1.031 | -0.295 | -0.010 | 0.359 | 0.233 | -0.408 | 1.611 | -0.991 |
| 204 | -0.205 | 0.823 | -0.405 | 0.732 | -0.052 | -1.453 | 0.246 | 0.264 | 0.254 | -0.121 | 0.137 | -1.445 | 1.122 |
| 205 | 0.274 | -0.522 | 0.192 | -0.529 | -0.587 | 0.562 | 0.698 | -0.282 | -0.283 | 0.705 | 0.278 | -0.754 | 0.378 |
| 206 | 0.383 | -0.340 | 0.031 | -0.383 | 0.462 | 0.912 | -0.498 | -0.356 | -0.005 | -0.016 | -1.295 | 1.405 | 0.144 |
| 207 | 0.575 | -0.023 | -0.230 | -0.314 | -0.936 | 0.751 | 0.398 | 0.009 | -0.084 | -0.362 | -0.408 | 1.611 | -0.991 |
| 208 | -0.396 | -0.442 | 0.443 | -0.945 | -0.368 | -0.429 | 0.217 | 0.195 | 0.088 | -0.261 | 0.137 | -1.445 | 1.122 |
| 209 | -0.154 | 0.133 | -0.005 | 0.362 | -0.274 | -1.139 | 0.243 | 0.253 | 0.265 | 0.049 | -1.387 | 0.096 | 1.399 |
| 210 | 0.456 | 0.331 | -0.404 | 1.320 | 0.238 | -0.072 | -0.293 | -0.077 | 0.189 | -0.587 | -0.854 | -0.912 | 1.716 |
| 211 | -0.010 | 0.340 | -0.201 | -0.002 | 0.352 | -0.396 | -0.016 | -0.261 | 0.133 | 0.254 | -0.591 | 0.769 | -0.052 |
| 212 | -0.744 | -0.105 | 0.386 | -0.050 | -0.311 | -0.941 | 0.674 | 0.042 | -0.017 | -0.944 | -1.194 | 0.636 | 0.711 |
| 213 | 0.051 | -0.038 | -0.001 | -0.483 | 1.174 | 0.098 | -0.358 | 0.208 | -0.619 | -0.529 | 0.389 | -0.789 | 0.280 |
| 214 | 1.139 | 0.106 | -0.556 | 0.178 | -1.554 | -0.105 | -0.007 | 0.359 | 0.797 | 0.220 | 0.044 | 1.811 | -1.652 |
| 215 | 0.055 | 1.105 | -0.701 | 0.391 | 0.943 | -1.408 | 0.895 | -0.677 | -0.326 | -0.353 | 0.044 | 1.811 | -1.652 |
| 216 | -0. | 0.0 | 0.2 | 0.0 | 0.6 | -0. | -0. | -0. | -0. | -1. | 0.0 | 1.8 | -1. |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 727 | 71 | 74 | 40 | 98 | 078 | 098 | 337 | 095 | 355 | 44 | 11 | 652 |
| 217 | 0.250 | 0.508 | -0.425 | -0.369 | 0.373 | 0.250 | -0.783 | 0.174 | 0.216 | 0.223 | 0.044 | 1.811 | -1.652 |
| 218 | 0.714 | -0.469 | -0.023 | 1.327 | -0.675 | 0.356 | -0.257 | 0.375 | 0.244 | -1.240 | 0.044 | 1.811 | -1.652 |
| 219 | -1.119 | 0.212 | 0.359 | -1.835 | 0.808 | -0.582 | 0.071 | -0.322 | -0.114 | -0.394 | 0.461 | -1.172 | 0.548 |
| 220 | -0.072 | 0.682 | -0.370 | -0.552 | -0.302 | -0.746 | 1.644 | -0.727 | -0.423 | 0.453 | -1.465 | 0.030 | 1.544 |
| 221 | -0.082 | 0.523 | -0.287 | -0.187 | 1.114 | 0.176 | -1.228 | 0.103 | 0.216 | -0.552 | -1.021 | -1.053 | 2.016 |
| 222 | -0.547 | 1.274 | -0.539 | 1.113 | -1.306 | 0.455 | 0.097 | 0.172 | 0.441 | -0.758 | 0.051 | 1.310 | -1.216 |
| 223 | -0.344 | 0.167 | 0.053 | -0.172 | -0.004 | 0.126 | 0.074 | -0.206 | 0.015 | -0.280 | -0.132 | -1.302 | 1.288 |
| 224 | 0.194 | -0.295 | 0.095 | -0.786 | 0.745 | -1.095 | 1.185 | -0.682 | -0.579 | 0.397 | 0.231 | -0.406 | 0.121 |
| 225 | -0.869 | 0.502 | 0.075 | 0.738 | -0.017 | -0.080 | -0.100 | 0.056 | 0.097 | 0.986 | -0.052 | 0.001 | 0.055 |
| 226 | 0.502 | 0.047 | -0.250 | 1.339 | 0.378 | -0.075 | -0.547 | 0.061 | 0.229 | -0.919 | -1.387 | 0.096 | 1.399 |
| 227 | -0.010 | 0.116 | -0.070 | 0.115 | -0.175 | 0.366 | -0.310 | 0.181 | 0.104 | -0.329 | -0.553 | -1.063 | 1.541 |
| 228 | 0.105 | 0.420 | -0.304 | -0.575 | -0.350 | -0.590 | 0.463 | 0.641 | -0.357 | -0.404 | 0.320 | 1.167 | -1.383 |
| 229 | 0.266 | 0.145 | -0.193 | -0.298 | 0.612 | -0.780 | -0.615 | 1.184 | -0.325 | 0.448 | -1.295 | 1.405 | 0.144 |
| 230 | -0.935 | 2.413 | -1.051 | 2.823 | 0.109 | -0.017 | -0.088 | -0.035 | 0.038 | -0.605 | -0.709 | 1.762 | -0.815 |
| 231 | 0.152 | 0.182 | -0.174 | 1.003 | -1.372 | 0.416 | 0.256 | 0.441 | 0.186 | -2.033 | -0.132 | -1.302 | 1.288 |
| 232 | -0.028 | 1.099 | -0.652 | 0.884 | -0.738 | -0.637 | 0.721 | -0.042 | 0.146 | 0.490 | -0.647 | 1.173 | -0.349 |
| 233 | 0.151 | 0.037 | -0.085 | -0.457 | -0.008 | 0.771 | -0.266 | 0.760 | -0.592 | -0.669 | -0.415 | 0.086 | 0.368 |
| 234 | -0.319 | -0.279 | 0.314 | -1.215 | 0.155 | 0.015 | -0.366 | -0.441 | 0.497 | -0.635 | -0.584 | 0.550 | 0.142 |
| 235 | -0.134 | 1.035 | -0.564 | -1.383 | 1.302 | -0.503 | -0.164 | -0.859 | 0.118 | 1.175 | 0.218 | 0.625 | -0.777 |
| 236 | 0.745 | -0.699 | 0.095 | -0.662 | -0.507 | 0.350 | 0.661 | 0.457 | -0.696 | -0.763 | -0.213 | 0.098 | 0.139 |
| 237 | 0.419 | 0.045 | -0.210 | 1.173 | -0.117 | 0.137 | -0.052 | -0.056 | 0.099 | -0.714 | -1.779 | 0.997 | 1.015 |
| 238 | -0.221 | 0.591 | -0.259 | 0.554 | 0.941 | -0.108 | -0.068 | -0.912 | 0.119 | -0.109 | -1.361 | 0.807 | 0.749 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 239 | 0.812 | -0.195 | -0.239 | -0.064 | -0.234 | -0.650 | -0.611 | -0.602 | 1.352 | -1.162 | 1.103 | -0.630 | -0.616 |
| 240 | -0.376 | 0.016 | 0.155 | 0.060 | 0.373 | -0.404 | 0.311 | -1.031 | 0.367 | -0.259 | -0.903 | 0.504 | 0.528 |
| 241 | 0.681 | 0.109 | -0.366 | 0.894 | 1.059 | 0.906 | -0.954 | 0.591 | -0.623 | -2.740 | 0.099 | -0.108 | -0.024 |
| 242 | 0.028 | -0.136 | 0.060 | 0.585 | 0.164 | 0.772 | 0.653 | 0.642 | -1.421 | -0.479 | -0.915 | 0.496 | 0.522 |
| 243 | -0.909 | -0.539 | 0.720 | 0.974 | 0.487 | 0.654 | -0.518 | 0.996 | -0.796 | -1.602 | 0.244 | -0.177 | -0.110 |
| 244 | -0.196 | -0.320 | 0.285 | 0.714 | 0.925 | -0.082 | -0.805 | -0.100 | 0.208 | -0.842 | 0.813 | -0.443 | -0.471 |
| 245 | 0.050 | -0.023 | -0.010 | -0.068 | -0.939 | -0.529 | 1.313 | -0.401 | -0.046 | 0.064 | 0.644 | -0.339 | -0.392 |
| 246 | 0.583 | 0.403 | -0.498 | 0.341 | -0.817 | -0.643 | 0.596 | -0.533 | 0.637 | 0.721 | -0.268 | 0.202 | 0.092 |
| 247 | -0.666 | -0.325 | 0.498 | 0.019 | 0.819 | -0.843 | 0.589 | -0.957 | -0.031 | 0.713 | -0.070 | 0.085 | 0.014 |
| 248 | -0.217 | -0.464 | 0.374 | 0.341 | 0.343 | 0.220 | -1.200 | 0.518 | 0.377 | -0.551 | 0.396 | -0.214 | -0.235 |
| 249 | 0.248 | 0.317 | -0.301 | 1.408 | 0.044 | 0.109 | -0.086 | 0.104 | -0.069 | -1.742 | 0.285 | 0.961 | -1.161 |
| 250 | -0.121 | 0.120 | -0.012 | 0.135 | -1.026 | -0.154 | 0.078 | -0.688 | 1.109 | -0.427 | -0.086 | 1.159 | -0.931 |
| 251 | -0.301 | 0.199 | 0.012 | -0.131 | 0.879 | -0.607 | -0.756 | 0.476 | 0.031 | -0.317 | 0.038 | 1.093 | -1.008 |
| 252 | -0.806 | -1.092 | 1.007 | 1.198 | -0.130 | 0.576 | 0.174 | 0.541 | -0.673 | -0.441 | 0.137 | -1.445 | 1.122 |
| 253 | 0.118 | 0.341 | -0.263 | 1.288 | 0.449 | -0.106 | 0.499 | 0.137 | -0.757 | -0.426 | -1.387 | 0.096 | 1.399 |
| 254 | 0.534 | 0.703 | -0.667 | 0.734 | -0.667 | 0.808 | 0.449 | 0.837 | -0.865 | -0.837 | -0.854 | -0.912 | 1.716 |
| 255 | 0.210 | 0.579 | -0.437 | -0.762 | -0.531 | -0.626 | -0.348 | 0.079 | 0.851 | 0.319 | 0.051 | 1.310 | -1.216 |
| 256 | -0.347 | 0.058 | 0.107 | 0.344 | -1.402 | 0.694 | -0.112 | 0.330 | 0.474 | 0.556 | -0.903 | 0.504 | 0.528 |
| 257 | -0.939 | -0.687 | 0.830 | 2.203 | 0.740 | -0.132 | -0.667 | 0.049 | 0.129 | -1.106 | 0.099 | -0.108 | -0.024 |
| 258 | -0.313 | -0.192 | 0.248 | 0.334 | 0.989 | 0.264 | -0.433 | -0.029 | -0.347 | 1.396 | -0.915 | 0.496 | 0.522 |
| 259 | 0.475 | 0.941 | -0.770 | -0.277 | -0.111 | -0.527 | -1.103 | -1.300 | 2.111 | 0.418 | 0.345 | -0.170 | -0.211 |
| 260 | 0.392 | 0.380 | -0.405 | 0.796 | 0.494 | 0.740 | -0.095 | 0.009 | -0.556 | 0.583 | -0.549 | 0.337 | 0.271 |
| 261 | -0. | 0.0 | 0.1 | 0.9 | 0.2 | -0. | -0. | -0. | 1.3 | 0.3 | 0.2 | -0. | -0. |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 341 | 34 | 33 | 50 | 33 | 560 | 734 | 976 | 80 | 35 | 43 | 109 | 148 |
| 262 | -0.152 | -0.540 | 0.390 | 0.781 | -0.030 | -0.621 | 1.090 | 0.118 | -0.740 | 0.263 | 0.017 | 0.110 | -0.113 |
| 263 | -0.730 | -0.407 | 0.569 | 1.138 | 0.503 | 0.553 | -0.029 | 0.243 | -0.683 | -0.435 | -0.051 | -0.002 | 0.053 |
| 264 | 0.161 | -0.097 | -0.013 | 1.155 | -0.800 | 0.430 | -0.175 | -0.882 | 1.064 | -0.010 | -0.170 | -0.152 | 0.315 |
| 265 | 0.028 | 0.406 | -0.251 | 0.499 | -0.350 | -0.226 | 0.811 | 0.165 | -0.493 | 1.258 | 0.371 | 0.536 | -0.864 |
| 266 | 0.140 | 0.143 | -0.154 | -0.315 | -0.679 | 0.999 | -0.331 | 0.866 | -0.285 | 0.966 | -1.295 | 1.405 | 0.144 |
| 267 | -0.478 | -0.068 | 0.257 | 0.935 | 1.145 | 0.127 | 0.020 | -1.069 | -0.075 | 0.071 | -0.408 | 1.611 | -0.991 |
| 268 | 0.274 | 0.297 | -0.305 | 1.452 | 0.079 | -0.404 | 0.387 | 0.170 | -0.320 | -0.839 | 0.137 | -1.445 | 1.122 |
| 269 | 0.047 | 0.392 | -0.253 | -0.276 | 1.058 | -0.860 | -0.350 | -0.489 | 0.325 | 1.172 | -1.387 | 0.096 | 1.399 |
| 270 | 0.413 | 0.102 | -0.249 | 0.542 | -0.488 | 0.741 | -0.830 | 0.436 | 0.431 | 0.103 | -0.854 | -0.912 | 1.716 |
| 271 | 0.139 | 0.203 | -0.183 | -0.179 | -0.899 | 0.243 | -0.452 | 0.248 | 0.691 | 0.349 | 0.051 | 1.310 | -1.216 |
| 272 | 0.069 | -0.206 | 0.093 | 0.864 | -0.843 | -0.364 | 0.176 | 0.285 | 0.354 | -0.107 | -0.228 | -0.100 | 0.326 |
| 273 | -0.854 | 0.376 | 0.152 | 0.891 | 0.250 | -1.062 | 0.351 | -0.240 | 0.146 | 1.589 | 0.049 | 0.278 | -0.300 |
| 274 | -0.043 | -0.325 | 0.209 | 0.832 | 1.205 | 0.691 | -0.777 | 0.967 | -1.039 | 0.656 | -0.761 | -0.597 | 1.350 |
| 275 | -0.168 | -0.044 | 0.094 | 0.879 | -0.043 | -0.441 | -0.786 | -0.110 | 0.976 | 0.604 | 0.315 | 0.413 | -0.689 |
| 276 | 0.307 | 0.099 | -0.196 | 0.761 | -0.471 | 1.061 | 0.371 | 0.894 | -1.065 | 0.195 | -0.441 | -0.330 | 0.773 |
| 277 | -0.200 | 0.148 | -0.013 | -0.201 | 0.678 | -1.253 | 0.688 | -0.922 | 0.124 | 2.039 | 0.371 | 0.536 | -0.864 |
| 278 | 0.139 | 0.195 | -0.176 | -0.055 | 0.482 | -0.544 | -0.669 | -0.367 | 0.731 | -0.180 | 0.829 | 0.957 | -1.750 |
| 279 | -0.128 | 0.149 | -0.041 | 0.349 | -0.854 | 0.953 | -1.028 | 1.283 | 0.177 | 0.857 | -1.835 | 0.095 | 1.876 |
| 280 | -0.198 | -0.219 | 0.213 | 0.129 | -0.345 | 0.466 | -0.305 | -1.166 | 1.065 | 1.188 | -1.465 | -0.103 | 1.646 |
| 281 | -0.418 | -0.174 | 0.282 | 0.561 | -1.169 | -0.698 | -0.282 | 0.741 | 0.791 | 0.868 | -1.835 | 0.095 | 1.876 |
| 282 | -0.464 | -0.531 | 0.524 | 0.695 | 0.783 | -0.241 | -1.238 | 0.149 | 0.568 | 0.971 | -1.295 | 1.405 | 0.144 |
| 283 | -0.221 | -0.144 | 0.192 | 0.284 | 0.402 | -0.521 | 0.684 | 0.547 | -0.999 | 0.434 | -0.408 | 1.611 | -0.991 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 284 | -0.087 | 0.041 | 0.011 | 1.792 | -0.425 | 0.389 | 0.523 | -0.753 | 0.155 | -0.657 | 0.137 | -1.445 | 1.122 |
| 285 | 0.302 | 0.072 | -0.167 | 0.338 | 0.305 | 1.364 | 0.791 | -1.474 | -0.462 | 0.824 | -1.387 | 0.096 | 1.399 |
| 286 | 0.028 | 0.115 | -0.084 | 0.708 | 0.331 | -1.064 | -1.237 | -0.484 | 1.633 | 0.433 | -0.854 | -0.912 | 1.716 |
| 287 | 0.014 | -0.142 | 0.089 | 0.406 | -0.009 | -0.153 | 0.739 | -0.891 | 0.036 | -1.112 | 0.051 | 1.310 | -1.216 |
| 288 | 0.503 | 0.798 | -0.709 | 0.287 | -0.154 | -1.731 | 0.970 | -1.008 | 0.669 | -1.604 | -0.408 | 1.611 | -0.991 |
| 289 | 0.275 | 0.500 | -0.426 | -0.598 | 0.027 | 0.671 | 0.849 | 0.942 | -1.670 | -1.401 | 0.137 | -1.445 | 1.122 |
| 290 | -0.986 | -0.129 | 0.499 | 1.010 | -1.183 | 0.671 | 0.757 | 1.071 | -0.908 | 0.271 | -1.387 | 0.096 | 1.399 |
| 291 | 0.367 | 0.635 | -0.538 | 0.127 | -0.816 | -0.005 | -0.987 | 0.888 | 0.778 | 0.670 | -0.113 | 0.097 | 0.018 |
| 292 | -0.803 | -0.850 | 0.866 | -0.513 | 1.064 | -0.250 | 0.817 | -0.521 | -0.936 | -1.606 | -0.049 | 0.010 | 0.041 |
| 293 | 0.673 | 0.826 | -0.799 | -1.064 | -1.210 | 0.604 | -0.404 | 1.254 | 0.015 | 1.364 | -0.113 | 0.142 | -0.005 |
| 294 | 0.099 | 0.568 | -0.390 | 0.195 | -1.472 | 1.466 | -1.214 | 1.394 | 0.442 | 0.595 | 0.144 | 0.303 | -0.429 |
| 295 | -0.345 | -0.324 | 0.343 | -0.042 | -0.639 | -0.571 | 0.598 | 0.314 | -0.077 | -0.959 | -0.202 | -0.129 | 0.337 |
| 296 | -0.055 | 0.295 | -0.153 | -0.741 | 0.132 | 0.519 | 0.224 | 0.884 | -1.093 | 0.068 | 0.216 | 0.374 | -0.568 |
| 297 | 0.595 | 0.372 | -0.479 | -0.207 | 1.159 | -0.539 | 0.780 | -0.272 | -1.006 | 0.625 | -0.121 | 0.134 | 0.001 |
| 298 | -0.377 | -0.092 | 0.215 | -0.212 | 0.326 | 0.164 | -0.189 | 0.299 | -0.298 | 0.155 | 0.155 | 0.282 | -0.421 |
| 299 | -0.614 | -0.638 | 0.659 | 1.456 | 0.278 | -0.021 | 0.516 | 0.017 | -0.621 | -0.820 | -0.053 | 0.011 | 0.045 |
| 300 | 0.947 | 0.669 | -0.830 | -1.098 | -1.146 | 0.048 | 0.412 | -0.203 | 0.471 | 1.046 | -0.111 | 0.133 | 0.008 |
| 301 | 0.230 | 0.111 | -0.167 | 0.713 | -0.660 | 1.115 | -1.610 | 1.209 | 0.536 | 0.159 | 0.135 | 0.305 | -0.430 |
| 302 | -0.114 | 0.013 | 0.045 | -0.427 | 1.027 | -0.868 | 0.616 | -0.188 | -0.696 | 0.430 | 0.138 | 0.325 | -0.428 |
| 303 | 0.344 | 0.194 | -0.273 | 0.649 | -1.600 | 0.394 | -0.623 | 1.065 | 0.671 | -0.290 | -0.051 | 0.029 | 0.050 |
| 304 | 0.781 | 0.119 | -0.412 | -0.994 | 0.245 | -0.501 | -0.278 | 0.020 | 0.267 | 0.453 | 0.366 | 0.536 | -0.865 |
| 305 | -0.029 | -0.029 | 0.035 | 0.455 | 0.928 | 1.162 | -1.690 | 1.060 | -0.328 | -0.120 | 0.157 | 0.284 | -0.410 |
| 306 | -0. | -0. | 0.2 | 0.1 | 0.6 | 0.7 | 0.6 | 0.4 | -1. | -1. | -0. | -0. | 0.4 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 165 | 357 | 90 | 49 | 59 | 42 | 31 | 60 | 595 | 034 | 285 | 199 | 87 |
| 307 | -0.536 | -0.488 | 0.537 | 0.272 | -0.811 | -0.138 | 1.006 | -0.269 | -0.130 | -0.890 | 0.017 | 0.086 | -0.091 |
| 308 | 0.331 | 0.869 | -0.667 | -0.854 | -0.769 | 0.600 | -0.593 | 0.396 | 0.493 | 0.640 | -0.346 | -0.110 | 0.459 |
| 309 | -0.065 | -0.242 | 0.164 | -0.143 | -0.927 | -0.682 | 1.232 | -0.591 | 0.203 | -0.629 | -0.358 | -0.271 | 0.625 |
| 310 | 1.011 | 0.970 | -1.032 | -0.638 | 0.065 | 0.513 | -0.500 | 0.391 | -0.090 | 0.972 | -0.086 | 0.104 | 0.003 |
| 311 | -0.427 | 0.153 | 0.104 | 0.207 | 0.744 | -0.478 | -0.299 | -0.285 | 0.180 | 0.243 | -0.030 | 0.166 | -0.129 |
| 312 | 0.068 | 0.515 | -0.343 | -0.776 | 0.949 | -0.286 | 0.790 | 0.120 | -1.249 | -0.215 | -0.577 | -0.330 | 0.906 |
| 313 | 0.307 | 0.087 | -0.181 | 1.173 | 0.501 | 1.125 | -1.745 | 0.827 | 0.164 | -0.328 | -0.973 | -0.844 | 1.795 |
| 314 | -0.187 | -0.148 | 0.172 | -0.554 | -1.102 | -0.748 | 0.161 | -0.732 | 1.359 | -0.103 | 0.929 | 0.855 | -1.745 |
| 315 | -0.317 | -0.042 | 0.167 | 0.852 | 0.069 | 0.142 | -0.195 | 0.192 | -0.061 | -0.545 | -0.319 | -0.167 | 0.494 |
| 316 | 0.527 | 0.477 | -0.519 | -1.095 | 0.976 | -0.556 | 0.397 | -0.442 | -0.447 | 0.729 | 0.286 | 0.479 | -0.742 |
| 317 | 1.114 | 1.183 | -1.202 | -0.173 | -1.628 | 1.678 | -1.574 | 1.251 | 0.842 | 0.542 | -0.059 | 0.057 | 0.014 |
| 318 | 0.524 | 0.539 | -0.556 | -1.288 | 1.382 | -1.286 | -0.129 | -1.391 | 0.698 | 0.234 | 0.227 | 0.388 | -0.584 |
| 319 | 0.572 | -0.233 | -0.097 | 0.220 | -0.553 | 1.408 | -1.123 | 0.732 | 0.241 | 1.696 | 0.371 | 0.536 | -0.864 |
| 320 | 0.185 | 0.307 | -0.269 | -0.651 | -0.513 | -1.252 | 0.972 | -1.104 | 0.752 | 0.171 | 0.829 | 0.957 | -1.750 |
| 321 | -0.281 | 0.297 | -0.053 | 0.014 | -0.873 | 0.628 | -0.186 | 0.076 | 0.407 | -1.156 | -0.989 | -0.858 | 1.803 |
| 322 | -0.520 | -0.388 | 0.457 | -0.131 | -0.822 | -0.109 | 0.716 | -0.069 | -0.006 | 1.131 | -0.577 | -0.330 | 0.906 |
| 323 | 0.073 | 0.312 | -0.216 | -0.185 | 1.203 | 0.179 | -0.914 | 0.790 | -0.575 | -1.991 | -0.024 | -0.044 | 0.066 |
| 324 | 0.268 | 0.137 | -0.210 | 0.295 | -1.064 | -0.190 | -0.543 | 0.048 | 1.194 | -0.588 | 0.051 | 1.310 | -1.216 |
| 325 | 0.593 | 0.685 | -0.676 | -1.445 | 0.522 | 0.352 | 0.445 | 0.687 | -1.337 | 0.462 | -0.135 | -0.556 | 0.632 |
| 326 | -0.860 | -0.049 | 0.413 | 0.498 | -0.830 | 0.624 | -0.851 | 0.881 | 0.394 | -1.269 | -0.053 | 0.004 | 0.048 |
| 327 | -0.041 | 0.541 | -0.318 | 0.316 | -0.235 | 0.721 | -0.745 | 0.888 | -0.101 | -0.208 | 0.765 | -0.389 | -0.465 |
| 328 | -0.342 | 0.077 | 0.089 | -1.282 | -0.188 | 0.071 | 0.883 | -0.179 | -0.559 | 0.134 | -0.334 | 0.183 | 0.193 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 329 | 0.413 | -0.007 | -0.173 | -0.501 | 0.516 | 0.343 | 0.161 | 0.139 | -0.705 | 0.806 | -0.231 | 0.154 | 0.108 |
| 330 | 0.870 | 0.108 | -0.436 | -3.257 | 0.207 | -0.268 | -0.098 | -0.315 | 0.266 | 0.371 | 0.180 | -0.070 | -0.142 |
| 331 | -0.384 | -0.833 | 0.663 | 0.792 | -1.514 | 0.194 | 0.798 | -0.431 | 0.486 | -0.856 | -0.207 | 0.105 | 0.138 |
| 332 | 0.056 | 0.450 | -0.291 | -3.044 | 0.207 | -0.268 | -0.098 | -0.315 | 0.266 | -0.247 | 0.069 | 0.009 | -0.075 |
| 333 | -0.171 | -0.409 | 0.317 | 0.897 | -0.296 | -0.446 | -0.141 | 0.400 | 0.235 | -1.442 | 0.516 | -0.309 | -0.286 |
| 334 | 0.169 | 0.316 | -0.265 | -0.120 | 0.611 | -0.790 | -0.809 | 0.181 | 0.532 | -0.456 | 0.245 | -0.131 | -0.136 |
| 335 | 0.015 | 0.240 | -0.149 | -3.812 | 0.207 | -0.268 | -0.098 | -0.315 | 0.266 | 0.912 | -0.113 | 0.142 | -0.005 |
| 336 | -0.040 | 0.861 | -0.505 | 0.483 | -0.045 | 0.496 | 0.430 | -0.849 | 0.018 | -0.921 | 0.222 | -0.125 | -0.115 |
| 337 | -0.312 | 1.050 | -0.499 | 0.924 | 0.119 | 0.595 | 0.770 | -0.900 | -0.389 | -0.956 | -0.314 | 0.133 | 0.229 |
| 338 | -0.606 | 1.019 | -0.354 | 0.382 | -0.643 | -0.143 | -0.504 | 0.857 | 0.325 | -0.138 | -0.330 | 0.164 | 0.198 |
| 339 | 0.441 | -0.651 | 0.195 | -0.802 | -0.956 | -0.719 | -0.529 | 1.140 | 0.604 | 0.302 | 0.328 | -0.142 | -0.226 |
| 340 | 0.004 | 0.599 | -0.356 | -0.623 | -1.034 | -0.615 | -0.221 | 0.898 | 0.504 | -0.531 | -0.188 | 0.084 | 0.119 |
| 341 | -0.041 | 0.599 | -0.342 | 0.613 | 0.783 | 0.786 | 0.332 | -1.814 | 0.092 | -1.402 | -0.034 | -0.023 | 0.056 |
| 342 | 0.371 | -0.320 | 0.035 | 0.117 | 0.434 | 0.392 | 0.265 | -0.442 | -0.372 | 0.604 | -0.652 | 0.428 | 0.327 |
| 343 | 0.149 | -0.238 | 0.073 | 0.773 | 0.127 | 0.357 | 0.486 | 0.376 | -0.904 | 0.518 | -0.549 | 0.352 | 0.268 |
| 344 | 0.426 | -0.143 | -0.098 | -3.438 | -0.194 | -0.308 | 0.014 | 0.019 | 0.231 | 0.271 | -0.378 | 0.273 | 0.167 |
| 345 | -0.448 | 0.626 | -0.182 | 0.090 | -0.103 | -0.463 | -0.246 | 0.246 | 0.305 | -0.102 | -0.627 | 0.358 | 0.361 |
| 346 | 0.237 | -0.091 | -0.045 | -0.740 | 0.467 | -1.063 | -0.723 | 0.448 | 0.482 | 0.360 | -0.220 | 0.161 | 0.102 |
| 347 | 0.000 | 0.252 | -0.162 | -0.032 | 0.651 | 0.597 | 1.140 | -1.305 | -0.771 | -0.213 | 0.226 | -0.129 | -0.125 |
| 348 | 1.070 | -1.234 | 0.281 | -1.942 | -0.015 | -0.499 | -0.199 | 0.230 | 0.242 | -0.289 | 0.934 | -0.493 | -0.556 |
| 349 | 0.273 | 0.326 | -0.312 | 0.221 | 1.033 | 0.065 | -0.009 | -1.165 | 0.114 | -0.625 | 1.078 | -0.568 | -0.630 |
| 350 | 0.066 | -0.452 | 0.244 | -0.510 | 0.586 | 0.426 | 0.453 | 1.493 | -1.948 | -0.317 | 0.212 | -0.091 | -0.147 |
| 351 | -0. | 1.4 | -0. | 0.9 | 0.3 | 0.4 | 0.0 | -1. | 0.6 | -0. | 0.3 | -0. | -0. |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 213 | 22 | 762 | 00 | 85 | 65 | 31 | 595 | 00 | 954 | 77 | 233 | 198 |
| 352 | 0.189 | 0.369 | -0.312 | 0.589 | 0.923 | -0.745 | -1.085 | 1.270 | -0.178 | -0.734 | -0.042 | -0.009 | 0.050 |
| 353 | -0.160 | 0.809 | -0.414 | 0.240 | -0.243 | -0.284 | -0.536 | -0.452 | 1.040 | -0.592 | -0.213 | 0.318 | -0.057 |
| 354 | -0.247 | 0.424 | -0.151 | 0.199 | -0.787 | 0.743 | 0.903 | -0.457 | -0.291 | 0.067 | 0.109 | -0.377 | 0.222 |
| 355 | 0.194 | 0.426 | -0.345 | -0.556 | -0.735 | 0.128 | -0.020 | -0.970 | 1.075 | -0.265 | 0.284 | -0.716 | 0.331 |
| 356 | 0.403 | -0.600 | 0.186 | -1.008 | 0.159 | -0.285 | 0.050 | 1.465 | -1.005 | 0.234 | -0.122 | 0.133 | 0.012 |
| 357 | -0.118 | 0.437 | -0.217 | -1.722 | -0.003 | 1.671 | -1.227 | 2.160 | -1.093 | 1.204 | 0.014 | -0.149 | 0.120 |
| 358 | -0.050 | -0.168 | 0.127 | -0.601 | 0.533 | -0.571 | -0.712 | 0.131 | 0.437 | 0.339 | -0.003 | -0.078 | 0.079 |
| 359 | 0.290 | -1.290 | 0.654 | -2.095 | 0.443 | -0.349 | -0.028 | -0.314 | 0.098 | 0.561 | -0.085 | 0.072 | 0.029 |
| 360 | -0.821 | 1.839 | -0.757 | 1.075 | -1.100 | 0.632 | 0.629 | -1.576 | 0.946 | -1.211 | -0.171 | 0.275 | -0.064 |
| 361 | -0.075 | 0.815 | -0.460 | 0.672 | -1.037 | -0.096 | 0.020 | 0.251 | 0.519 | -0.655 | 0.101 | -0.384 | 0.229 |
| 362 | 0.313 | 0.172 | -0.236 | -0.995 | -0.563 | -0.431 | -0.673 | -0.177 | 1.250 | 0.573 | 0.305 | -0.821 | 0.411 |
| 363 | -0.175 | 0.771 | -0.390 | 0.073 | -1.140 | 0.992 | 1.155 | -0.995 | -0.032 | -0.589 | 0.011 | -0.101 | 0.079 |
| 364 | 0.296 | -0.406 | 0.117 | -1.029 | -0.807 | -0.662 | -0.633 | 1.321 | 0.444 | 0.969 | -0.001 | -0.059 | 0.059 |
| 365 | 0.261 | 0.442 | -0.387 | 0.004 | -0.104 | -0.046 | 0.436 | -0.356 | -0.053 | 0.319 | 0.401 | -0.509 | 0.031 |
| 366 | 0.018 | 0.925 | -0.572 | 0.571 | -0.599 | 0.605 | 0.778 | 0.507 | -0.878 | 0.199 | 0.776 | -0.640 | -0.251 |
| 367 | -0.370 | 0.535 | -0.160 | 0.238 | 0.881 | 0.038 | -0.183 | -0.496 | -0.090 | -0.268 | -0.391 | 0.560 | -0.070 |
| 368 | -0.725 | 0.027 | 0.302 | -0.955 | 0.344 | 0.870 | 0.676 | -0.861 | -0.594 | 0.994 | 0.468 | -0.671 | 0.098 |
| 369 | -0.944 | 0.265 | 0.249 | -0.585 | 1.212 | 0.135 | 0.709 | -0.359 | -1.209 | 1.139 | -0.372 | 0.245 | 0.191 |
| 370 | -0.952 | -0.065 | 0.454 | -0.371 | 1.370 | -0.324 | -0.001 | 0.800 | -1.272 | 0.530 | -0.994 | 0.428 | 0.679 |
| 371 | 0.096 | -1.294 | 0.744 | -0.051 | -0.102 | -0.258 | 0.079 | -0.362 | 0.350 | -0.368 | -0.601 | 0.809 | -0.078 |
| 372 | -0.543 | 0.097 | 0.186 | -0.383 | 1.056 | -0.314 | 0.529 | -0.327 | -0.772 | 1.092 | -0.787 | 0.249 | 0.638 |
| 373 | -0.267 | 0.048 | 0.086 | -0.231 | 0.971 | -0.112 | -0.516 | 1.184 | -0.914 | 0.184 | 0.919 | -0.726 | -0.332 |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 374 | -0.175 | -0.480 | 0.370 | 0.659 | 0.368 | 0.429 | -0.170 | 0.255 | -0.438 | 0.780 | 0.244 | -0.190 | -0.088 |
| 375 | -0.813 | 0.221 | 0.228 | -0.549 | 1.029 | 0.008 | 0.651 | -0.338 | -0.987 | 0.864 | -1.285 | 0.845 | 0.626 |
| 376 | 0.054 | -1.358 | 0.801 | 0.123 | -0.054 | -0.132 | -0.406 | 0.246 | 0.280 | -0.422 | -0.036 | 0.143 | -0.096 |
| 377 | 0.333 | -0.627 | 0.241 | -0.274 | -0.374 | -0.817 | 0.535 | -0.038 | 0.142 | 0.134 | -0.703 | 0.508 | 0.289 |
| 378 | -0.246 | -0.922 | 0.664 | -0.649 | 0.876 | -0.241 | -0.196 | -0.718 | 0.196 | -0.250 | -0.453 | -0.327 | 0.766 |
| 379 | -0.236 | -0.478 | 0.395 | -0.161 | 0.042 | 1.033 | 0.069 | -1.036 | 0.171 | 0.729 | 0.368 | -0.464 | 0.033 |
| 380 | 0.070 | -1.099 | 0.639 | 0.787 | 0.763 | -1.203 | 0.049 | 0.456 | -0.333 | 0.095 | -1.508 | 0.849 | 0.850 |
| 381 | -0.464 | 0.306 | 0.017 | -0.533 | -0.153 | 0.489 | 0.119 | 1.030 | -0.901 | 0.734 | -0.099 | 0.070 | 0.027 |
| 382 | -0.662 | 0.100 | 0.231 | -0.422 | 0.008 | -0.422 | 0.053 | 1.768 | -1.061 | 0.443 | -0.790 | 0.417 | 0.472 |
| 383 | 0.193 | -0.191 | 0.040 | 0.146 | -0.566 | 0.618 | 0.243 | 0.534 | -0.457 | 0.778 | -1.017 | 0.695 | 0.465 |
| 384 | 0.621 | -0.646 | 0.118 | 0.008 | 0.830 | -1.656 | -0.858 | 1.023 | 0.230 | -0.653 | 0.730 | -0.083 | -0.717 |
| 385 | -0.808 | 0.259 | 0.193 | -0.520 | 1.404 | 1.387 | 0.430 | -1.331 | -0.965 | 1.272 | -0.555 | 0.216 | 0.402 |
| 386 | 0.441 | -0.871 | 0.337 | 0.002 | 0.959 | -1.112 | -0.496 | 0.593 | -0.104 | -0.428 | 0.331 | 0.155 | -0.487 |
| 387 | -0.136 | -0.935 | 0.630 | 0.576 | 0.994 | 0.532 | -0.303 | -0.050 | -0.571 | 0.420 | -0.879 | 0.180 | 0.782 |
| 388 | -0.180 | -0.864 | 0.601 | -0.214 | -0.755 | 0.072 | -0.073 | 1.140 | -0.246 | -0.361 | -0.849 | 0.317 | 0.621 |
| 389 | -0.421 | 0.125 | 0.110 | -0.531 | -0.732 | 0.758 | -0.050 | 0.970 | -0.463 | 0.614 | 0.183 | -0.297 | 0.057 |
| 390 | -0.056 | -1.145 | 0.719 | 0.030 | -0.341 | -0.638 | 0.240 | 1.020 | -0.399 | -0.832 | -0.743 | 0.613 | 0.245 |
| 391 | -0.248 | -0.901 | 0.650 | -0.544 | -0.067 | -0.299 | -0.231 | 0.736 | -0.132 | -0.973 | -0.318 | 0.161 | 0.194 |
| 392 | -1.263 | -0.120 | 0.623 | -0.180 | 0.999 | 1.032 | 0.075 | -0.248 | -0.975 | 1.313 | 0.014 | -0.149 | 0.120 |
| 393 | -1.773 | -0.074 | 0.818 | -1.196 | 1.209 | -0.045 | 0.652 | -0.571 | -0.942 | 1.111 | 0.041 | 0.041 | -0.080 |
| 394 | -0.373 | -0.693 | 0.585 | 0.319 | 0.731 | 0.657 | -0.286 | 0.076 | -0.549 | 0.501 | -0.059 | 0.276 | -0.200 |
| 395 | -0.904 | -0.729 | 0.843 | -0.358 | 1.695 | 0.297 | -0.106 | -0.488 | -0.785 | 0.289 | -0.334 | 0.332 | 0.061 |
| 396 | -0. | -0. | 0.6 | 0.5 | 0.6 | 0.4 | -0. | 0.6 | -0. | 0.1 | -0. | 0.5 | -0. |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 214 | 886 | 31 | 03 | 99 | 55 | 846 | 01 | 304 | 88 | 075 | 26 | 386 |
| 397 | −0.744 | −0.513 | 0.638 | −0.023 | 0.961 | 1.000 | −0.243 | −0.286 | −0.640 | 0.905 | 0.106 | 0.138 | −0.237 |
| 398 | −1.064 | −0.071 | 0.506 | −1.634 | −0.128 | 0.193 | 0.010 | 0.265 | −0.192 | 0.045 | 1.036 | −1.002 | −0.214 |
| 399 | −1.250 | 0.606 | 0.180 | −1.352 | 0.020 | −0.126 | 0.822 | 0.188 | −0.799 | 1.572 | 0.328 | −0.124 | −0.247 |
| 400 | 0.226 | 0.092 | −0.158 | 0.305 | 0.335 | 0.585 | 0.172 | 0.084 | −0.660 | 0.808 | 0.181 | −0.537 | 0.284 |
| 401 | 0.034 | −0.790 | 0.457 | 0.404 | −0.091 | 1.114 | −0.724 | 0.832 | −0.347 | −0.041 | 0.664 | −0.686 | −0.118 |
| 402 | −0.977 | −0.215 | 0.562 | −0.313 | 1.016 | −0.424 | 0.358 | −0.019 | −0.763 | 0.885 | −0.935 | 0.785 | 0.309 |
| 403 | −0.137 | 0.450 | −0.208 | 0.120 | 0.777 | −1.248 | 0.426 | 0.341 | −0.557 | −0.610 | 0.266 | 0.051 | −0.323 |
| 404 | −0.961 | −0.113 | 0.488 | −0.193 | −0.136 | 0.149 | −0.030 | −0.201 | 0.182 | 1.149 | −0.340 | 0.132 | 0.240 |
| 405 | 0.040 | −0.450 | 0.255 | 0.532 | 1.157 | 0.463 | 0.483 | −0.448 | −1.051 | 0.100 | −0.262 | 0.031 | 0.264 |
| 406 | −0.330 | −0.461 | 0.423 | 0.492 | −0.563 | −1.127 | 0.089 | −0.588 | 1.155 | −0.218 | −0.360 | 0.164 | 0.234 |
| 407 | −1.067 | −0.238 | 0.616 | −1.042 | 0.267 | −0.673 | 0.459 | −0.317 | −0.076 | 0.386 | 0.004 | 0.133 | −0.107 |
| 408 | −0.821 | −0.309 | 0.558 | −1.404 | −0.541 | 1.638 | −0.712 | 0.043 | 0.239 | 0.409 | 0.567 | −0.412 | −0.245 |
| 409 | −1.010 | −0.239 | 0.592 | −0.025 | 0.698 | 0.945 | 0.126 | −1.152 | −0.184 | 1.036 | −0.041 | −0.029 | 0.065 |
| 410 | −1.353 | −0.050 | 0.627 | −1.174 | −0.366 | 0.191 | −0.371 | 0.013 | 0.465 | 0.529 | −0.277 | 0.298 | 0.033 |
| 411 | −0.672 | −0.024 | 0.309 | −0.107 | −0.236 | −0.380 | 0.519 | −0.470 | 0.175 | 0.055 | −0.095 | 0.162 | −0.037 |
| 412 | −0.037 | −0.343 | 0.230 | −0.292 | −0.692 | 1.482 | 0.142 | −0.298 | −0.101 | −0.463 | −0.062 | 0.021 | 0.056 |
| 413 | −0.739 | 0.181 | 0.217 | 1.265 | −0.311 | −0.686 | 0.222 | −0.600 | 0.691 | 0.226 | 0.077 | −0.239 | 0.131 |
| 414 | 0.529 | −0.519 | 0.085 | 0.930 | 0.421 | 0.994 | 0.273 | −0.577 | −0.535 | −0.550 | −0.029 | −0.349 | 0.333 |
| 415 | −0.056 | −0.389 | 0.254 | 0.236 | 0.121 | −0.755 | 0.978 | 1.074 | −1.325 | 0.367 | −0.346 | −0.130 | 0.486 |
| 416 | 0.581 | −0.632 | 0.126 | 0.186 | 1.038 | 2.032 | −0.565 | −1.299 | −0.154 | −0.326 | 0.040 | 0.315 | −0.322 |
| 417 | −0.800 | −0.152 | 0.441 | 0.503 | 0.444 | −0.434 | 0.351 | −0.250 | −0.231 | 1.176 | −0.264 | 0.217 | 0.083 |
| 418 | 0.843 | −0.585 | −0.016 | 1.496 | 0.616 | −0.308 | −0.301 | 0.155 | −0.099 | −0.660 | −0.181 | 0.310 | −0.069 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 419 | -1.125 | -0.034 | 0.519 | -0.531 | -0.881 | 0.685 | 0.776 | 0.215 | -0.548 | 1.043 | -0.043 | -0.011 | 0.059 |
| 420 | -1.297 | -0.119 | 0.639 | 0.022 | 0.022 | -0.414 | 0.006 | -0.462 | 0.456 | 1.266 | -0.033 | 0.209 | -0.154 |
| 421 | -0.034 | -0.426 | 0.272 | 0.973 | -0.102 | -1.447 | 0.892 | -0.153 | 0.017 | -0.464 | 0.031 | 0.074 | -0.102 |
| 422 | 0.119 | -0.458 | 0.223 | 0.268 | -0.832 | -0.701 | -0.948 | 0.504 | 1.305 | -0.484 | 0.240 | 0.069 | -0.320 |

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# Appendix I

## Second-Order Measurement Model Results

1.Path coefficients

| | Path coefficients |
|---|---|
| IL -> TP | 0. 459 |
| IL -> TSE | 0. 644 |
| TSE -> TP | 0. 223 |

2.Specific indirect effects

| | Specific indirect effects |
|---|---|
| IL -> TSE -> TP | 0. 143 |

3. Total effects

| | Total effects |
|---|---|
| IL -> TP | 0. 603 |
| IL -> TSE | 0. 644 |
| TSE -> TP | 0. 223 |

4. Outer loadings

| | Outer loadings |
|---|---|
| IL_DSM <- IL | 0.858 |
| IL_MIP <- IL | 0.854 |
| IL_PSL <- IL | 0.861 |
| TP_AS <- TP | 0.689 |
| TP_EC <- TP | 0.709 |
| TP_IPS <- TP | 0.735 |
| TP_LE <- TP | 0.714 |
| TP_SMK <- TP | 0.726 |
| TSE_CM <- TSE | 0.784 |
| TSE_IS <- TSE | 0.636 |
| TSE_SE <- TSE | 0.761 |

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5. Outer weights

| | Outer weights |
|---|---|
| IL_DSM <- IL | 0.393 |
| IL_MIP <- IL | 0.375 |
| IL_PSL <- IL | 0.398 |
| TP_AS <- TP | 0.276 |
| TP_EC <- TP | 0.267 |
| TP_IPS <- TP | 0.320 |
| TP_LE <- TP | 0.260 |
| TP_SMK <- TP | 0.275 |
| TSE_CM <- TSE | 0.509 |
| TSE_IS <- TSE | 0.389 |
| TSE_SE <- TSE | 0.465 |

6. Latent variables

| | IL | TP | TSE |
|---|---|---|---|
| 0 | 2.037 | 1.822 | 1.375 |
| 1 | 1.640 | 0.154 | -0.615 |
| 2 | -0.657 | -0.864 | -0.942 |
| 3 | -0.199 | -0.039 | -0.929 |
| 4 | 1.454 | 0.292 | 0.290 |
| 5 | -0.762 | 0.191 | -0.404 |
| 6 | 1.635 | 1.043 | -0.723 |
| 7 | -1.152 | -0.320 | -0.726 |
| 8 | 1.399 | 0.929 | 0.638 |
| 9 | -0.141 | -1.277 | -0.345 |
| 10 | -0.206 | -0.467 | 0.124 |
| 11 | -0.176 | 0.199 | 0.311 |
| 12 | -0.010 | -0.628 | 0.018 |
| 13 | 1.545 | 1.298 | 1.045 |
| 14 | -0.871 | -0.212 | -0.038 |
| 15 | 0.138 | -0.777 | -0.343 |
| 16 | -0.918 | -0.849 | -0.653 |
| 17 | -0.246 | -0.436 | -0.401 |
| 18 | -0.558 | -0.646 | 0.284 |
| 19 | -0.413 | 0.299 | 0.346 |
| 20 | -0.053 | 0.250 | 0.007 |
| 21 | 1.377 | 1.796 | 2.011 |
| 22 | -0.511 | 0.451 | 0.068 |
| 23 | -0.243 | 0.358 | 0.843 |

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|---|---|---|---|
| 24 | 2.007 | 2.230 | 2.122 |
| 25 | 1.713 | 1.274 | 0.862 |
| 26 | -0.142 | -0.392 | -0.177 |
| 27 | 2.034 | 0.939 | 0.577 |
| 28 | -0.151 | -0.135 | -0.395 |
| 29 | -1.002 | -0.424 | -0.436 |
| 30 | 1.372 | 0.890 | 1.632 |
| 31 | -0.122 | -0.051 | 0.100 |
| 32 | 0.589 | 0.310 | -0.333 |
| 33 | -0.070 | 0.417 | 0.660 |
| 34 | -0.313 | 0.005 | -0.533 |
| 35 | 1.417 | 0.926 | 0.900 |
| 36 | 1.147 | 0.848 | 1.403 |
| 37 | -0.690 | -0.889 | -0.344 |
| 38 | -0.759 | -0.672 | -0.858 |
| 39 | -0.981 | -0.888 | -1.307 |
| 40 | 1.387 | 0.377 | 0.153 |
| 41 | 1.517 | 1.449 | 1.078 |
| 42 | 1.539 | 2.137 | 2.015 |
| 43 | -0.300 | 0.451 | 0.476 |
| 44 | 1.800 | 2.118 | 1.879 |
| 45 | 1.376 | 1.386 | 0.861 |
| 46 | -0.329 | 0.092 | 0.431 |
| 47 | -0.275 | -0.320 | 0.452 |
| 48 | 0.901 | 0.736 | 0.500 |
| 49 | 1.396 | 1.604 | 1.959 |
| 50 | -0.532 | -0.881 | -0.391 |
| 51 | -0.489 | -0.879 | -1.094 |
| 52 | 1.701 | 1.966 | 1.995 |
| 53 | 1.549 | 1.282 | 0.679 |
| 54 | 1.473 | 1.172 | 0.786 |
| 55 | 0.328 | 0.234 | -0.040 |
| 56 | 0.307 | 0.600 | 1.007 |
| 57 | 1.616 | 1.704 | 1.610 |
| 58 | -0.849 | -0.795 | -0.484 |
| 59 | 2.314 | 2.322 | 1.975 |
| 60 | -1.312 | -1.608 | -0.986 |
| 61 | 2.089 | 2.178 | 1.871 |
| 62 | -0.462 | -0.275 | -2.017 |
| 63 | -0.297 | -0.342 | 1.009 |
| 64 | -0.219 | -0.440 | -0.511 |
| 65 | 0.769 | 0.133 | 0.085 |
| 66 | 2.067 | 2.131 | 1.890 |
| 67 | -0.033 | -0.331 | -1.120 |

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| | | | |
|---|---|---|---|
| 68 | 0.518 | 0.181 | -0.525 |
| 69 | -0.252 | -0.791 | -0.810 |
| 70 | -0.667 | -1.227 | -1.838 |
| 71 | -0.468 | -0.969 | -1.268 |
| 72 | 1.504 | 0.796 | 1.582 |
| 73 | -0.387 | -0.980 | -0.163 |
| 74 | 1.127 | 0.832 | 0.857 |
| 75 | -0.509 | -0.809 | -1.343 |
| 76 | -0.578 | -1.071 | -1.133 |
| 77 | -0.247 | -1.119 | -1.748 |
| 78 | 0.508 | 0.257 | 0.131 |
| 79 | -0.556 | -0.697 | 0.111 |
| 80 | 1.657 | 1.349 | 1.945 |
| 81 | -0.369 | -0.346 | -0.054 |
| 82 | -0.252 | -0.657 | -1.211 |
| 83 | 1.120 | 0.380 | 0.454 |
| 84 | 1.740 | 2.012 | 1.712 |
| 85 | -0.489 | -0.690 | 0.067 |
| 86 | -0.271 | -0.738 | -0.183 |
| 87 | 0.364 | -0.187 | -0.151 |
| 88 | 0.691 | 0.851 | 1.289 |
| 89 | 0.729 | 1.126 | 1.333 |
| 90 | -0.616 | -0.303 | -0.501 |
| 91 | -0.276 | 0.498 | 0.510 |
| 92 | 1.399 | 2.226 | 1.910 |
| 93 | 0.301 | -1.009 | -0.451 |
| 94 | -0.066 | 1.672 | 0.988 |
| 95 | 0.935 | 0.898 | 0.599 |
| 96 | -0.511 | -0.758 | -0.411 |
| 97 | -0.397 | -0.723 | -0.080 |
| 98 | 0.745 | 1.631 | 1.256 |
| 99 | 0.140 | -0.651 | -0.871 |
| 100 | -0.813 | 0.683 | 1.185 |
| 101 | -0.366 | -0.401 | -1.167 |
| 102 | -0.680 | -0.230 | -0.027 |
| 103 | -0.242 | -0.080 | -0.205 |
| 104 | -0.678 | -1.281 | -0.876 |
| 105 | -1.058 | -0.933 | -1.047 |
| 106 | 0.482 | 0.687 | 0.113 |
| 107 | 0.113 | 0.440 | 0.067 |
| 108 | -0.676 | 0.039 | 0.067 |
| 109 | 0.636 | -0.159 | 0.067 |
| 110 | -0.652 | -1.733 | 0.067 |
| 111 | -0.634 | -0.387 | 0.067 |

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|---|---|---|---|
| 112 | -0.411 | -0.174 | 0.067 |
| 113 | -0.808 | -0.985 | 0.067 |
| 114 | 0.682 | -1.304 | 0.067 |
| 115 | -0.686 | -0.061 | 0.067 |
| 116 | 0.658 | 0.380 | 0.067 |
| 117 | 0.938 | 0.532 | 0.067 |
| 118 | 1.480 | 2.239 | 0.067 |
| 119 | -1.052 | -0.236 | -0.716 |
| 120 | -0.685 | -0.858 | -0.649 |
| 121 | -0.843 | -0.378 | -0.685 |
| 122 | -0.595 | -1.035 | -0.578 |
| 123 | -0.996 | -0.413 | -0.848 |
| 124 | 1.074 | 0.326 | 0.941 |
| 125 | 0.588 | -1.472 | -1.022 |
| 126 | 1.218 | 1.567 | 1.886 |
| 127 | 1.272 | 1.973 | 2.096 |
| 128 | 0.084 | 1.489 | 1.215 |
| 129 | -1.273 | -2.245 | -1.553 |
| 130 | -0.314 | 1.032 | 0.595 |
| 131 | -1.182 | -0.871 | -0.665 |
| 132 | 1.215 | 2.086 | 1.762 |
| 133 | -0.465 | -0.290 | -0.112 |
| 134 | -1.360 | -0.569 | -0.480 |
| 135 | -0.208 | -0.632 | -0.775 |
| 136 | 1.481 | 1.711 | 1.291 |
| 137 | -0.240 | -0.467 | -0.786 |
| 138 | 1.257 | 1.196 | 1.348 |
| 139 | 1.570 | 1.637 | 1.931 |
| 140 | -0.412 | -1.030 | -0.403 |
| 141 | -0.460 | -0.903 | -0.301 |
| 142 | -0.182 | -0.531 | 0.138 |
| 143 | 0.023 | 0.128 | 0.341 |
| 144 | -0.549 | -1.445 | -1.401 |
| 145 | -0.345 | -0.448 | -0.658 |
| 146 | -0.653 | -0.936 | 0.052 |
| 147 | -0.213 | -1.130 | -0.665 |
| 148 | 1.024 | 0.457 | 0.067 |
| 149 | -0.502 | 0.375 | 0.067 |
| 150 | -0.384 | -0.571 | 0.067 |
| 151 | -0.856 | -0.957 | 0.067 |
| 152 | 1.604 | -1.258 | 0.067 |
| 153 | 0.090 | 0.199 | 0.067 |
| 154 | -0.408 | -1.071 | 0.067 |
| 155 | 1.328 | 1.285 | 0.067 |

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|---|---|---|---|
| 156 | -0.175 | 0.567 | 1.063 |
| 157 | -0.092 | 0.236 | 0.299 |
| 158 | 0.657 | 0.395 | -1.192 |
| 159 | 1.616 | 1.348 | 1.790 |
| 160 | -0.356 | 0.044 | -1.015 |
| 161 | -0.181 | -0.404 | -0.417 |
| 162 | -0.548 | 0.378 | 0.712 |
| 163 | 1.122 | 1.483 | 1.523 |
| 164 | -0.459 | -0.301 | 0.194 |
| 165 | 0.693 | 0.323 | -0.724 |
| 166 | 0.931 | 0.942 | 0.309 |
| 167 | 1.325 | 1.904 | 1.885 |
| 168 | -1.108 | -1.364 | -1.529 |
| 169 | -0.569 | -0.279 | -0.507 |
| 170 | -1.066 | -0.788 | -0.219 |
| 171 | -1.241 | -1.231 | -1.120 |
| 172 | -0.743 | -0.877 | -1.029 |
| 173 | 0.381 | -0.822 | -2.020 |
| 174 | -0.834 | -1.050 | -1.486 |
| 175 | -0.557 | 0.458 | 0.806 |
| 176 | 0.964 | 1.329 | 1.083 |
| 177 | 1.770 | 2.152 | 1.896 |
| 178 | -0.119 | -1.359 | -2.226 |
| 179 | 1.046 | 1.538 | 1.594 |
| 180 | -0.533 | -1.174 | -1.328 |
| 181 | -0.225 | 0.614 | 0.468 |
| 182 | 1.209 | 1.926 | 1.629 |
| 183 | -0.391 | -0.087 | 0.008 |
| 184 | 0.667 | 0.155 | 0.214 |
| 185 | 0.543 | -0.879 | -1.096 |
| 186 | -0.367 | 0.158 | 0.326 |
| 187 | 1.158 | 1.545 | 1.481 |
| 188 | -0.236 | -0.800 | -0.598 |
| 189 | -0.315 | -1.103 | -0.769 |
| 190 | -0.421 | -1.559 | -1.517 |
| 191 | -0.680 | -1.400 | -1.100 |
| 192 | -0.979 | -1.665 | -0.005 |
| 193 | 0.049 | -0.683 | -1.017 |
| 194 | -0.048 | 0.083 | -0.218 |
| 195 | -0.359 | 0.892 | -0.398 |
| 196 | -0.306 | 0.633 | -0.398 |
| 197 | 0.013 | -1.074 | -0.398 |
| 198 | -0.546 | -0.030 | -0.398 |
| 199 | -0.285 | -1.058 | -0.398 |

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|---|---|---|---|
| 200 | -0.507 | -1.282 | -0.398 |
| 201 | 2.026 | 0.120 | -0.398 |
| 202 | -0.153 | -1.393 | -0.398 |
| 203 | -1.338 | -1.817 | -0.679 |
| 204 | -0.484 | 0.185 | -0.445 |
| 205 | 1.534 | 0.622 | 1.721 |
| 206 | -0.036 | -0.308 | -0.107 |
| 207 | -0.303 | -0.604 | -0.679 |
| 208 | -0.479 | -1.271 | -0.445 |
| 209 | 0.001 | 0.215 | 0.040 |
| 210 | -0.005 | 1.068 | -0.672 |
| 211 | -0.511 | -0.316 | -0.128 |
| 212 | -0.436 | -0.545 | -1.138 |
| 213 | -0.013 | -0.498 | -0.519 |
| 214 | -0.631 | -0.451 | -0.398 |
| 215 | 0.152 | 0.206 | -0.398 |
| 216 | 1.406 | 0.668 | -0.398 |
| 217 | -0.782 | -0.825 | -0.398 |
| 218 | 1.473 | 1.832 | -0.398 |
| 219 | -0.996 | -2.405 | -0.860 |
| 220 | -0.379 | -0.775 | 0.142 |
| 221 | 0.184 | -0.190 | -0.456 |
| 222 | -0.222 | 0.722 | -0.962 |
| 223 | -0.697 | -0.614 | -0.669 |
| 224 | 1.656 | 0.252 | 1.474 |
| 225 | 1.647 | 2.005 | 2.122 |
| 226 | 1.635 | 2.003 | 0.040 |
| 227 | -0.178 | -0.051 | -0.428 |
| 228 | -0.401 | -0.991 | -0.738 |
| 229 | -0.711 | -0.679 | -0.107 |
| 230 | -0.293 | 2.413 | -0.923 |
| 231 | 2.142 | 1.730 | -0.669 |
| 232 | -0.656 | 0.406 | -0.057 |
| 233 | -0.864 | -0.997 | -1.254 |
| 234 | -0.161 | -1.440 | -0.688 |
| 235 | 0.099 | -1.118 | 1.159 |
| 236 | -0.204 | -0.911 | -0.945 |
| 237 | 2.087 | 2.178 | 0.518 |
| 238 | 1.127 | 1.181 | 0.565 |
| 239 | -0.723 | -1.079 | -1.694 |
| 240 | -0.562 | -0.361 | -0.586 |
| 241 | 1.450 | 1.211 | -1.915 |
| 242 | 1.223 | 1.440 | 0.287 |
| 243 | -0.571 | 0.590 | -1.789 |

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|---|---|---|---|
| 244 | 0.086 | 0.616 | -0.710 |
| 245 | -0.019 | -0.165 | 0.060 |
| 246 | 1.833 | 1.324 | 1.767 |
| 247 | -0.670 | -0.167 | 0.406 |
| 248 | -0.908 | -0.259 | -1.054 |
| 249 | 2.177 | 2.242 | -0.427 |
| 250 | -0.446 | -0.402 | -0.735 |
| 251 | -0.492 | -0.505 | -0.632 |
| 252 | -0.378 | 1.182 | -0.445 |
| 253 | 0.822 | 1.708 | 0.040 |
| 254 | 0.450 | 0.828 | -0.672 |
| 255 | -1.821 | -2.008 | -0.962 |
| 256 | -1.822 | -0.588 | -0.586 |
| 257 | -1.553 | 1.179 | -1.915 |
| 258 | -1.777 | -0.233 | 0.287 |
| 259 | -1.172 | -1.292 | -0.472 |
| 260 | 0.679 | 1.406 | 0.910 |
| 261 | -1.950 | -0.290 | -0.860 |
| 262 | -1.480 | 0.022 | -0.620 |
| 263 | -1.731 | 0.277 | -1.411 |
| 264 | -1.375 | 0.216 | -0.905 |
| 265 | 0.082 | 0.817 | 1.264 |
| 266 | -1.553 | -0.914 | -0.107 |
| 267 | -1.215 | 0.348 | -0.679 |
| 268 | 0.664 | 1.572 | -0.445 |
| 269 | -1.672 | -1.115 | 0.040 |
| 270 | -1.121 | -0.134 | -0.672 |
| 271 | -1.936 | -1.354 | -0.962 |
| 272 | -1.281 | -0.024 | -0.923 |
| 273 | 0.495 | 1.513 | 1.986 |
| 274 | -1.831 | 0.161 | -0.475 |
| 275 | -2.145 | -0.373 | -0.744 |
| 276 | -1.634 | -0.006 | -0.898 |
| 277 | -1.227 | -0.558 | 1.264 |
| 278 | 0.905 | 0.287 | 0.344 |
| 279 | -1.782 | -0.430 | -0.304 |
| 280 | -1.890 | -0.746 | 0.004 |
| 281 | -1.905 | -0.488 | -0.304 |
| 282 | -1.782 | -0.084 | -0.107 |
| 283 | -1.733 | -0.550 | -0.679 |
| 284 | 0.269 | 1.792 | -0.445 |
| 285 | -1.116 | 0.014 | 0.040 |
| 286 | -1.715 | -0.491 | -0.672 |
| 287 | 0.270 | 0.277 | -0.962 |

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|---|---|---|---|
| 288 | 1.721 | 0.525 | -0.679 |
| 289 | 1.567 | 0.172 | -0.445 |
| 290 | -0.571 | 0.993 | 0.040 |
| 291 | -0.245 | -0.057 | 0.393 |
| 292 | -0.468 | -0.904 | -1.723 |
| 293 | 1.562 | 0.074 | 2.197 |
| 294 | -0.234 | 0.220 | 0.374 |
| 295 | -0.518 | -0.584 | -1.210 |
| 296 | -0.109 | -0.626 | -0.029 |
| 297 | 1.706 | 0.928 | 1.594 |
| 298 | -0.214 | -0.174 | 0.072 |
| 299 | -0.653 | 1.061 | -1.101 |
| 300 | 1.622 | -0.145 | 1.898 |
| 301 | -0.050 | 0.740 | 0.072 |
| 302 | 1.277 | 0.460 | 1.261 |
| 303 | -0.273 | 0.280 | -0.520 |
| 304 | 1.480 | -0.187 | 1.275 |
| 305 | 0.298 | 0.817 | 0.076 |
| 306 | -0.196 | 0.097 | -1.102 |
| 307 | -0.703 | -0.299 | -1.227 |
| 308 | -0.173 | -0.914 | 0.401 |
| 309 | -0.164 | -0.502 | -0.698 |
| 310 | 1.338 | 0.258 | 1.604 |
| 311 | 0.017 | 0.272 | 0.287 |
| 312 | 1.522 | 0.159 | 0.708 |
| 313 | -0.632 | 0.803 | -0.773 |
| 314 | -0.263 | -0.964 | -0.240 |
| 315 | -0.007 | 0.783 | -0.500 |
| 316 | 1.670 | -0.016 | 1.672 |
| 317 | 0.162 | -0.133 | 0.386 |
| 318 | 1.678 | -0.509 | 1.186 |
| 319 | -0.565 | 0.350 | 1.264 |
| 320 | 0.383 | -0.671 | 0.344 |
| 321 | -0.361 | -0.466 | -1.371 |
| 322 | -0.825 | -0.298 | 0.708 |
| 323 | 0.027 | -0.544 | -2.010 |
| 324 | -0.461 | -0.342 | -0.962 |
| 325 | 1.620 | -0.302 | 1.370 |
| 326 | -0.424 | 0.056 | -1.420 |
| 327 | 0.152 | 0.411 | -0.127 |
| 328 | -0.466 | -1.428 | -0.128 |
| 329 | -0.265 | -0.389 | 0.570 |
| 330 | 1.509 | -2.427 | 1.204 |
| 331 | -0.803 | 0.135 | -1.244 |

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|---|---|---|---|
| 332 | 1.268 | -2.427 | 0.523 |
| 333 | 0.177 | 0.630 | -1.258 |
| 334 | -0.584 | -0.731 | -0.872 |
| 335 | 2.046 | -2.427 | 2.197 |
| 336 | -0.797 | -0.235 | -1.491 |
| 337 | -0.986 | 0.157 | -1.637 |
| 338 | -0.931 | -0.274 | -0.750 |
| 339 | 1.601 | 0.061 | 1.332 |
| 340 | -0.996 | -1.537 | -1.233 |
| 341 | 0.043 | 0.344 | -1.421 |
| 342 | 1.846 | 1.427 | 1.750 |
| 343 | 1.594 | 1.975 | 1.524 |
| 344 | 1.798 | -2.388 | 1.369 |
| 345 | -0.407 | -0.252 | -0.366 |
| 346 | -0.074 | -0.854 | 0.284 |
| 347 | -0.559 | -0.280 | -0.584 |
| 348 | 0.010 | -2.108 | -0.303 |
| 349 | -0.189 | -0.076 | -0.780 |
| 350 | 1.406 | 0.553 | 0.619 |
| 351 | -0.536 | 0.252 | -1.383 |
| 352 | -0.980 | -0.237 | -1.421 |
| 353 | -0.061 | -0.129 | -0.690 |
| 354 | 0.097 | 0.342 | 0.140 |
| 355 | 0.020 | -0.793 | -0.295 |
| 356 | 1.651 | 0.119 | 1.285 |
| 357 | 1.330 | -0.337 | 2.042 |
| 358 | -0.057 | -0.610 | 0.328 |
| 359 | 0.080 | -1.869 | 0.681 |
| 360 | -0.480 | 0.372 | -1.571 |
| 361 | 0.357 | 0.571 | -0.477 |
| 362 | -0.511 | -1.399 | 0.212 |
| 363 | 0.080 | -0.006 | -0.577 |
| 364 | -0.053 | -0.966 | 0.931 |
| 365 | 0.177 | 0.109 | 0.380 |
| 366 | -0.856 | 0.166 | -0.402 |
| 367 | -1.101 | -0.436 | -0.983 |
| 368 | -0.327 | -0.657 | 0.906 |
| 369 | -0.785 | -0.502 | 0.741 |
| 370 | -1.340 | -0.761 | -0.213 |
| 371 | 0.763 | 0.335 | 0.191 |
| 372 | -0.618 | -0.347 | 0.755 |
| 373 | -1.777 | -1.082 | -0.892 |
| 374 | 1.394 | 1.837 | 1.749 |
| 375 | -1.202 | -0.833 | 0.152 |

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|---|---|---|---|
| 376 | 0.908 | 0.623 | 0.262 |
| 377 | -0.621 | -0.726 | -0.285 |
| 378 | -0.696 | -1.031 | -0.583 |
| 379 | 1.212 | 0.891 | 1.603 |
| 380 | 0.940 | 1.372 | 0.739 |
| 381 | -1.534 | -1.084 | -0.223 |
| 382 | -1.601 | -1.114 | -0.521 |
| 383 | -0.559 | 0.086 | 0.376 |
| 384 | -0.934 | -0.892 | -1.279 |
| 385 | -0.929 | -0.395 | 0.757 |
| 386 | -0.905 | -0.693 | -0.994 |
| 387 | 0.560 | 1.246 | 0.864 |
| 388 | -0.647 | -0.575 | -0.697 |
| 389 | -0.513 | -0.532 | 0.336 |
| 390 | -0.560 | -0.437 | -1.111 |
| 391 | -1.189 | -1.393 | -1.633 |
| 392 | 0.835 | 1.049 | 2.042 |
| 393 | 0.524 | -0.251 | 1.702 |
| 394 | 0.590 | 1.046 | 0.975 |
| 395 | 0.276 | 0.223 | 0.641 |
| 396 | 1.002 | 1.355 | 0.924 |
| 397 | 0.882 | 1.059 | 1.616 |
| 398 | -1.092 | -2.081 | -0.462 |
| 399 | -0.566 | -1.126 | 1.336 |
| 400 | -0.671 | 0.205 | 0.354 |
| 401 | 0.384 | 0.842 | 0.287 |
| 402 | 0.276 | 0.275 | 1.190 |
| 403 | -1.384 | -0.917 | -1.514 |
| 404 | 0.911 | 0.750 | 1.868 |
| 405 | -0.538 | 0.455 | -0.211 |
| 406 | -1.907 | -0.881 | -1.367 |
| 407 | -0.866 | -1.363 | 0.003 |
| 408 | -0.626 | -1.402 | 0.161 |
| 409 | 0.953 | 1.075 | 1.808 |
| 410 | -0.548 | -1.224 | 0.360 |
| 411 | -1.376 | -0.898 | -0.736 |
| 412 | -1.562 | -1.155 | -1.431 |
| 413 | 0.331 | 1.424 | 0.534 |
| 414 | -1.413 | 0.095 | -1.483 |
| 415 | -0.961 | -0.152 | -0.207 |
| 416 | -1.361 | -0.459 | -1.234 |
| 417 | 1.223 | 1.614 | 2.075 |
| 418 | -1.277 | 0.510 | -1.552 |
| 419 | 0.950 | 0.528 | 1.813 |

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|---|---|---|---|
| 420 | 0.997 | 0.999 | 2.092 |
| 421 | -1.717 | -0.292 | -1.528 |
| 422 | -1.644 | -1.036 | -1.517 |

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# Appendix J

## Mediating Constructs Measurement Model Results

1. Confidence intervals bias corrected

| | Original sample (O) | Sample mean (M) | Bias | 2.5% | 97.5% |
|---|---|---|---|---|---|
| IL_DSM -> TP | 0. 154 | 0. 154 | −0. 001 | 0. 024 | 0. 280 |
| IL_DSM -> TSE | 0. 299 | 0. 300 | 0. 001 | 0. 176 | 0. 418 |
| IL_MIP -> TP | 0. 168 | 0. 169 | 0. 001 | 0. 044 | 0. 295 |
| IL_MIP -> TSE | 0. 178 | 0. 179 | 0. 001 | 0. 080 | 0. 271 |
| IL_PSL -> TP | 0. 219 | 0. 220 | 0. 002 | 0. 104 | 0. 327 |
| IL_PSL -> TSE | 0. 275 | 0. 276 | 0. 001 | 0. 163 | 0. 386 |
| TSE -> TP | 0. 219 | 0. 220 | 0. 001 | 0. 117 | 0. 317 |

2. Outer loadings

| | Original sample (O) | Sample mean (M) | Standard deviation (STDEV) | T statistics (\|O/STDEV\|) | P values |
|---|---|---|---|---|---|
| IL_DSM_10 <- IL_DSM | 0. 767 | 0. 767 | 0. 022 | 34. 664 | 0.000 |
| IL_DSM_2 <- IL_DSM | 0. 801 | 0. 801 | 0. 017 | 48. 503 | 0.000 |
| IL_DSM_3 <- IL_DSM | 0. 815 | 0. 814 | 0. 017 | 48. 227 | 0.000 |
| IL_DSM_4 <- IL_DSM | 0. 825 | 0. 824 | 0. 015 | 54. 406 | 0.000 |
| IL_DSM_5 <- IL_DSM | 0. 794 | 0. 793 | 0. 019 | 42. 218 | 0.000 |
| IL_DSM_6 <- IL_DSM | 0. 786 | 0. 785 | 0. 021 | 37. 344 | 0.000 |
| IL_DSM_7 <- IL_DSM | 0. 785 | 0. 784 | 0. 022 | 35. 492 | 0.000 |
| IL_DSM_8 <- IL_DSM | 0. 803 | 0. 803 | 0. 018 | 44. 747 | 0.000 |
| IL_DSM_9 <- | 0. 754 | 0. 753 | 0. 024 | 32. 010 | 0.000 |

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|---|---|---|---|---|---|
| IL_DSM | | | | | |
| IL_MIP_11 <- IL_MIP | 0.764 | 0.763 | 0.021 | 35.751 | 0.000 |
| IL_MIP_12 <- IL_MIP | 0.772 | 0.771 | 0.021 | 36.287 | 0.000 |
| IL_MIP_13 <- IL_MIP | 0.744 | 0.743 | 0.022 | 33.796 | 0.000 |
| IL_MIP_14 <- IL_MIP | 0.762 | 0.761 | 0.022 | 35.342 | 0.000 |
| IL_MIP_15 <- IL_MIP | 0.743 | 0.742 | 0.024 | 31.605 | 0.000 |
| IL_MIP_16 <- IL_MIP | 0.790 | 0.789 | 0.020 | 40.480 | 0.000 |
| IL_MIP_17 <- IL_MIP | 0.752 | 0.751 | 0.022 | 33.969 | 0.000 |
| IL_MIP_18 <- IL_MIP | 0.750 | 0.750 | 0.022 | 33.780 | 0.000 |
| IL_MIP_19 <- IL_MIP | 0.799 | 0.798 | 0.018 | 44.370 | 0.000 |
| IL_MIP_20 <- IL_MIP | 0.761 | 0.761 | 0.022 | 34.825 | 0.000 |
| IL_MIP_21 <- IL_MIP | 0.763 | 0.762 | 0.021 | 36.912 | 0.000 |
| IL_MIP_22 <- IL_MIP | 0.751 | 0.750 | 0.022 | 34.173 | 0.000 |
| IL_MIP_23 <- IL_MIP | 0.774 | 0.774 | 0.019 | 41.586 | 0.000 |
| IL_MIP_24 <- IL_MIP | 0.766 | 0.765 | 0.020 | 38.107 | 0.000 |
| IL_MIP_25 <- IL_MIP | 0.764 | 0.764 | 0.022 | 34.855 | 0.000 |
| IL_PSL_26 <- IL_PSL | 0.721 | 0.721 | 0.023 | 30.988 | 0.000 |
| IL_PSL_27 <- IL_PSL | 0.734 | 0.733 | 0.023 | 31.544 | 0.000 |
| IL_PSL_28 <- IL_PSL | 0.773 | 0.772 | 0.021 | 37.113 | 0.000 |
| IL_PSL_29 <- IL_PSL | 0.785 | 0.785 | 0.016 | 50.138 | 0.000 |
| IL_PSL_30 <- IL_PSL | 0.737 | 0.736 | 0.020 | 36.532 | 0.000 |
| IL_PSL_31 <- IL_PSL | 0.772 | 0.771 | 0.020 | 39.335 | 0.000 |
| IL_PSL_32 <- IL_PSL | 0.748 | 0.748 | 0.021 | 35.291 | 0.000 |
| IL_PSL_33 <- IL_PSL | 0.739 | 0.738 | 0.021 | 34.665 | 0.000 |
| IL_PSL_34 <- | 0.785 | 0.785 | 0.018 | 44.042 | 0.000 |

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|---|---|---|---|---|---|
| IL_PSL | | | | | |
| IL_PSL_35 <- IL_PSL | 0.749 | 0.748 | 0.021 | 35.484 | 0.000 |
| IL_PSL_36 <- IL_PSL | 0.751 | 0.750 | 0.022 | 34.614 | 0.000 |
| IL_PSL_37 <- IL_PSL | 0.746 | 0.745 | 0.022 | 33.179 | 0.000 |
| IL_PSL_38 <- IL_PSL | 0.750 | 0.749 | 0.023 | 33.207 | 0.000 |
| IL_PSL_39 <- IL_PSL | 0.770 | 0.770 | 0.022 | 35.634 | 0.000 |
| IL_PSL_40 <- IL_PSL | 0.782 | 0.781 | 0.021 | 37.984 | 0.000 |
| IL_PSL_41 <- IL_PSL | 0.767 | 0.766 | 0.021 | 36.717 | 0.000 |
| IL_PSL_42 <- IL_PSL | 0.763 | 0.761 | 0.020 | 37.608 | 0.000 |
| IL_PSL_43 <- IL_PSL | 0.722 | 0.721 | 0.025 | 29.366 | 0.000 |
| IL_PSL_44 <- IL_PSL | 0.732 | 0.731 | 0.022 | 33.309 | 0.000 |
| IL_PSL_45 <- IL_PSL | 0.750 | 0.750 | 0.022 | 33.691 | 0.000 |
| IL_PSL_46 <- IL_PSL | 0.746 | 0.745 | 0.022 | 34.170 | 0.000 |
| IL_PSL_47 <- IL_PSL | 0.735 | 0.734 | 0.023 | 32.150 | 0.000 |
| IL_PSL_48 <- IL_PSL | 0.726 | 0.724 | 0.024 | 29.800 | 0.000 |
| IL_PSL_49 <- IL_PSL | 0.752 | 0.751 | 0.022 | 34.811 | 0.000 |
| IL_PSL_50 <- IL_PSL | 0.731 | 0.730 | 0.022 | 33.502 | 0.000 |
| TP_AS <- TP | 0.692 | 0.691 | 0.032 | 21.762 | 0.000 |
| TP_EC <- TP | 0.709 | 0.708 | 0.031 | 22.596 | 0.000 |
| TP_IPS <- TP | 0.736 | 0.735 | 0.027 | 27.160 | 0.000 |
| TP_LE <- TP | 0.714 | 0.712 | 0.029 | 24.841 | 0.000 |
| TP_SMK <- TP | 0.723 | 0.721 | 0.034 | 21.124 | 0.000 |
| TSE_CM <- TSE | 0.785 | 0.784 | 0.027 | 28.543 | 0.000 |
| TSE_IS <- TSE | 0.634 | 0.633 | 0.047 | 13.509 | 0.000 |
| TSE_SE <- TSE | 0.762 | 0.762 | 0.031 | 24.239 | 0.000 |
| IL_DSM_1 <- IL_DSM | 0.803 | 0.803 | 0.018 | 44.075 | 0.000 |

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