

Appendix II Inter-item and item-total correlation (Pearson's r) tables all six competencies (C)

Appendix Table 1. Correlation matrix C1 Evidence-informed decision-making

	C1.1	C1.2	C1.3	C1.4	C1.5	C1.6	C1.7	C1.8	C1.9	C1.10	C1.11	C1.12	C1.13
C1.1													
C1.2	,783												
C1.3	,754	,687											
C1.4	,616	,375	,618										
C1.5	,664	,537	,621	,854									
C1.6	,715	,625	,657	,624	,752								
C1.7	,789	,563	,646	,625	,673	,684							
C1.8	,733	,468	,683	,792	,724	,630	,743						
C1.9	,797	,618	,731	,699	,754	,751	,790	,791					
C1.10	,794	,617	,751	,763	,773	,754	,766	,810	,922				
C1.11	,742	,597	,781	,679	,640	,645	,717	,843	,810	,825			
C1.12	,645	,472	,639	,707	,771	,667	,617	,681	,717	,711	,682		
C1.13	,636	,522	,675	,654	,705	,581	,595	,591	,747	,757	,628	,780	
Mean	,722	,572	,687	,667	,706	,673	,684	,707	,761	,770	,716	,674	,656
Mean total	,692												

Appendix Table 2. Correlation scores between items of C1 and items of C2 (Resources)

	C1.1	C1.2	C1.3	C1.4	C1.5	C1.6	C1.7	C1.8	C1.9	C1.10	C1.11	C1.12	C1.13	Mean
C2.1	,077	,113	,137	,072	-,121	,139	,003	-,022	-,084	-,061	,000	,054	,079	,297
C2.2	,175	,231	,126	,008	-,125	,105	-,011	-,038	-,056	-,060	-,024	,077	,105	0,039
C2.3	,586	,539	,500	,559	,631	,660	,513	,490	,703	,695	,536	,544	,626	,583
C2.4	,636	,595	,574	,554	,675	,731	,629	,572	,725	,730	,597	,607	,659	,637
C2.5	,568	,529	,516	,479	,616	,698	,554	,499	,691	,661	,573	,600	,608	,584
C2.6	,649	,615	,609	,544	,674	,722	,601	,591	,738	,707	,654	,641	,656	,646
C2.7	,709	,668	,596	,559	,650	,730	,643	,570	,726	,747	,626	,601	,694	,655

C2.8	,649	,564	,590	,579	,657	,748	,713	,621	,752	,737	,589	,594	,633	,648
C2.9	,628	,431	,578	,522	,553	,577	,668	,591	,710	,677	,670	,488	,653	,596
C2.10	,541	,443	,604	,443	,509	,614	,517	,500	,608	,592	,627	,499	,713	,555
C2.11	,574	,562	,627	,448	,498	,569	,505	,514	,636	,645	,662	,524	,755	,578
C2.12	,546	,502	,580	,503	,627	,624	,515	,582	,676	,661	,648	,632	,708	,600
C2.13	,511	,507	,543	,318	,403	,414	,434	,381	,525	,432	,453	,388	,573	,452
C2.14	,451	,346	,478	,324	,415	,472	,505	,428	,590	,524	,528	,400	,468	,456
C2.15	,610	,507	,580	,504	,581	,701	,521	,488	,705	,654	,567	,571	,725	,593
C2.16	,668	,533	,700	,604	,580	,683	,556	,627	,713	,690	,674	,596	,740	,643
C2.17	,692	,577	,546	,543	,644	,718	,681	,664	,781	,705	,588	,651	,689	,652

Appendix Table 3. Correlation scores between items of C1 and items of C3 (Knowledge)

	C1.1	C1.2	C1.3	C1.4	C1.5	C1.6	C1.7	C1.8	C1.9	C1.10	C1.11	C1.12	C1.13	Mean
C3.1	,488	,534	,558	,415	,500	,603	,478	,471	,511	,487	,585	,471	,528	,510
C3.2	,468	,429	,501	,466	,534	,603	,562	,456	,547	,568	,531	,467	,545	,514
C3.3	,464	,369	,433	,502	,586	,617	,518	,454	,576	,544	,502	,518	,593	,514
C3.4	,510	,455	,547	,463	,528	,591	,421	,398	,553	,536	,491	,500	,603	,507
C3.5	,454	,369	,487	,415	,536	,591	,498	,344	,598	,556	,461	,570	,703	,506
C3.6	,490	,268	,543	,577	,469	,594	,437	,472	,550	,547	,467	,568	,647	,510
C3.7	,580	,442	,701	,603	,627	,720	,612	,661	,750	,713	,697	,655	,718	,652
C3.8	,567	,463	,638	,382	,468	,556	,482	,501	,601	,591	,586	,625	,686	,550
C3.9	,504	,411	,546	,399	,470	,601	,419	,384	,488	,522	,468	,496	,547	,481
C3.10	,488	,379	,498	,505	,547	,583	,546	,448	,504	,537	,504	,424	,543	,500
C3.11	,573	,446	,482	,467	,542	,603	,589	,549	,628	,592	,587	,529	,601	,553

Appendix Table 4. Correlation scores between items of C1 and items of C4 (Communication)

	C1.1	C1.2	C1.3	C1.4	C1.5	C1.6	C1.7	C1.8	C1.9	C1.10	C1.11	C1.12	C1.13	Mean
C4.1	,393	,438	,477	,260	,418	,458	,325	,339	,415	,399	,459	,393	,424	,400
C4.2	,360	,312	,427	,258	,346	,370	,315	,257	,338	,368	,350	,332	,411	,342
C4.3	,446	,358	,363	,236	,330	,419	,373	,341	,399	,408	,393	,347	,377	,368
C4.4	,448	,346	,417	,329	,482	,498	,454	,406	,540	,534	,478	,431	,472	,449
C4.5	,493	,350	,407	,438	,533	,518	,591	,438	,607	,562	,479	,578	,566	,505
C4.6	,374	,368	,459	,413	,477	,425	,515	,365	,445	,495	,464	,477	,649	,456
C4.7	,279	,233	,465	,317	,357	,379	,308	,394	,408	,422	,535	,278	,380	,366

C4.8	,462	,258	,406	,374	,490	,481	,511	,496	,529	,545	,501	,455	,560	,467
C4.9	,408	,334	,367	,412	,530	,447	,471	,552	,547	,580	,542	,420	,399	,462
C4.10	,484	,321	,471	,400	,589	,528	,553	,519	,596	,561	,499	,529	,607	,512
C4.11	,454	,405	,395	,403	,590	,475	,496	,508	,637	,565	,488	,542	,574	,502
C4.12	,365	,196	,379	,343	,469	,419	,488	,478	,519	,484	,516	,412	,501	,428
C4.13	,474	,425	,601	,442	,497	,481	,472	,441	,572	,551	,599	,548	,627	,518
C4.14	,387	,313	,446	,259	,354	,329	,306	,356	,466	,431	,476	,439	,656	,401
C4.15	,446	,417	,484	,400	,408	,310	,386	,432	,504	,481	,477	,329	,567	,434
C4.16	,439	,329	,435	,376	,477	,429	,445	,493	,523	,509	,430	,414	,454	,443
C4.17	,339	,249	,225	,160	,317	,288	,316	,265	,360	,337	,253	,323	,526	,304

Appendix Table 5. Correlation scores between items of C1 and items of C5 (Leadership)

	C1.1	C1.2	C1.3	C1.4	C1.5	C1.6	C1.7	C1.8	C1.9	C1.10	C1.11	C1.12	C1.13	Mean
C5.1	,546	,391	,585	,426	,560	,519	,513	,512	,622	,598	,578	,603	,696	,550
C5.2	,529	,447	,542	,451	,581	,501	,517	,495	,614	,606	,514	,534	,653	,537
C5.3	,540	,435	,535	,447	,578	,622	,539	,554	,667	,631	,589	,496	,541	,552
C5.4	,486	,333	,565	,413	,506	,608	,553	,573	,648	,638	,552	,515	,630	,54
C5.5	,527	,427	,523	,505	,617	,564	,478	,506	,651	,658	,514	,577	,689	,557
C5.6	,578	,481	,603	,468	,611	,597	,551	,575	,693	,673	,638	,636	,717	,602
C5.7	,559	,546	,516	,486	,663	,636	,642	,526	,682	,647	,616	,622	,634	,598
C5.8	,464	,382	,433	,376	,557	,510	,559	,473	,603	,593	,515	,477	,570	,501
C5.9	,503	,274	,483	,514	,603	,603	,565	,594	,665	,598	,602	,560	,600	,551
C5.10	,491	,404	,512	,369	,536	,485	,523	,502	,613	,579	,568	,526	,617	,517
C5.11	,461	,394	,411	,359	,585	,538	,494	,409	,599	,529	,460	,599	,582	,494
C5.12	,416	,423	,456	,327	,537	,503	,436	,410	,546	,475	,466	,549	,606	,473
C5.13	,417	,398	,543	,391	,498	,406	,427	,535	,551	,503	,609	,482	,493	,481

Appendix Table 6. Correlation scores between items of C1 and items of C6 (Change)

	C1.1	C1.2	C1.3	C1.4	C1.5	C1.6	C1.7	C1.8	C1.9	C1.10	C1.11	C1.12	C1.13	Mean
C6.1	,582	,461	,625	,502	,600	,622	,553	,525	,687	,692	,597	,554	,738	,595
C6.2	,556	,480	,478	,454	,564	,702	,545	,522	,707	,677	,582	,581	,702	,581
C6.3	,535	,439	,537	,496	,556	,598	,536	,613	,700	,675	,644	,505	,687	,579
C6.4	,579	,448	,481	,490	,585	,575	,526	,606	,705	,701	,584	,520	,656	,574
C6.5	,500	,331	,504	,492	,561	,638	,518	,524	,687	,625	,609	,486	,665	,549
C6.6	,596	,470	,539	,484	,589	,643	,609	,546	,749	,710	,623	,583	,725	,605
C6.7	,586	,452	,620	,547	,577	,571	,549	,579	,750	,702	,676	,568	,761	,611

C6.8	,632	,475	,556	,538	,603	,626	,615	,611	,808	,732	,672	,568	,715	,627
C6.9	,614	,447	,596	,536	,572	,558	,624	,633	,752	,695	,719	,506	,668	,609

Appendix Table 7. Correlation matrix C2 Operations, Administration and Resource Management^a

	C2.1	C2.2	C2.3	C2.4	C2.5	C2.6	C2.7	C2.8	C2.9	C2.10	C2.11	C2.12	C2.13	C2.14	C2.15	C2.16	C2.17
C2.1																	
C2.2	,861																
C2.3	,053	,022															
C2.4	,124	,068	,919														
C2.5	,057	-,023	,889	,912													
C2.6	,098	,045	,883	,952	,930												
C2.7	,128	,002	,838	,863	,853	,875											
C2.8	,128	,044	,674	,799	,737	,777	,854										
C2.9	,167	,066	,638	,732	,624	,711	,700	,655									
C2.10	,196	,114	,674	,759	,712	,783	,749	,648	,872								
C2.11	,196	,154	,677	,734	,647	,741	,768	,609	,810	,886							
C2.12	-,052	-,017	,729	,827	,800	,865	,783	,710	,773	,846	,802						
C2.13	,344	,222	,440	,578	,530	,619	,607	,510	,620	,615	,605	,603					
C2.14	,162	,026	,356	,460	,456	,518	,423	,438	,619	,491	,528	,482	,648				
C2.15	,096	,122	,686	,682	,700	,724	,706	,637	,643	,692	,693	,656	,606	,624			
C2.16	,074	,132	,679	,707	,653	,733	,693	,665	,639	,741	,752	,689	,575	,481	,828		
C2.17	,065	,077	,683	,794	,739	,780	,789	,853	,632	,614	,582	,727	,583	,507	,507	,791	
Mean	,169	,120	,615/ ,698	,682/ ,766	,639/ ,727	,690/ ,778	,664/ ,750	,609/ ,683	,619/ ,691	,650/ ,720	,637/ ,702	,639/ ,735	,544/ ,581	,451/ ,502	,615/ ,687	,615/ ,688	,608/ ,684
Mean total	,563/ ,693																

Appendix Table 8. Correlation scores between items of C2 and items of C1

	C2.1	C2.2	C2.3	C2.4	C2.5	C2.6	C2.7	C2.8	C2.9	C2.10	C2.11	C2.12	C2.13	C2.14	C2.15	C2.16	C2.17	Mean
C1.1	,077	,175	,586	,636	,568	,649	,709	,649	,628	,541	,574	,546	,511	,451	,610	,668	,692	,545/ ,601
C1.2	,113	,231	,539	,539	,529	,615	,668	,564	,431	,443	,562	,502	,507	,346	,507	,533	,577	,483/ ,524
C1.3	,137	,126	,500	,574	,516	,609	,596	,590	,578	,604	,627	,580	,543	,478	,580	,700	,546	,523/ ,575
C1.4	,072	,008	,559	,554	,479	,544	,559	,579	,522	,443	,448	,503	,318	,324	,504	,604	,543	,445/ ,499
C1.5	-,121	-,125	,631	,675	,616	,674	,650	,657	,553	,509	,498	,627	,403	,415	,581	,580	,644	,498/ ,581
C1.6	,139	,105	,660	,731	,698	,722	,730	,748	,577	,614	,569	,624	,414	,472	,701	,683	,718	,583/ ,644
C1.7	,003	-,011	,513	,629	,554	,601	,643	,713	,668	,517	,505	,515	,434	,505	,521	,556	,681	,503/ ,570
C1.8	-,022	-,038	,490	,572	,499	,591	,570	,621	,591	,500	,514	,582	,381	,428	,488	,627	,664	,474/ ,541
C1.9	-,084	-,056	,703	,725	,691	,738	,726	,752	,710	,608	,636	,676	,525	,590	,705	,713	,781	,596/ ,685
C1.10	-,061	-,060	,695	,730	,661	,707	,747	,737	,677	,592	,645	,661	,432	,524	,654	,690	,705	,573/ ,657
C1.11	,000	-,024	,536	,597	,573	,654	,626	,589	,670	,627	,662	,648	,453	,528	,567	,674	,588	,528/ ,599
C1.12	,054	,077	,544	,607	,600	,641	,601	,594	,488	,499	,524	,632	,388	,400	,571	,596	,651	,498/ ,556
C1.13	,079	,105	,626	,659	,608	,656	,694	,633	,653	,713	,755	,708	,573	,468	,725	,740	,689	,593/ ,660

^a Mean and mean total scores involving C2 is reported first with items 2.1 and 2.2, and second without items 2.1 and 2.2

Appendix Table 9. Correlation scores between items of C2 and items of C3

	C2.1	C2.2	C2.3	C2.4	C2.5	C2.6	C2.7	C2.8	C2.9	C2.10	C2.11	C2.12	C2.13	C2.14	C2.15	C2.16	C2.17	Mean
C3.1	,191	,100	,539	,623	,638	,665	,764	,675	,566	,679	,698	,662	,607	,536	,569	,586	,656	,574/ ,631
C3.2	,094	- ,047	,594	,695	,703	,679	,774	,680	,628	,662	,655	,618	,581	,563	,623	,558	,680	,573/ ,646
C3.3	,170	,060	,644	,699	,736	,713	,717	,646	,636	,694	,655	,621	,554	,540	,700	,582	,682	,591/ ,655
C3.4	,320	,168	,602	,628	,579	,639	,608	,533	,640	,659	,662	,498	,617	,606	,691	,600	,575	,566/ ,609
C3.5	,194	,077	,712	,704	,691	,683	,756	,595	,648	,693	,721	,625	,554	,459	,720	,593	,570	,588/ ,648
C3.6	,526	,437	,534	,602	,553	,601	,549	,522	,694	,694	,677	,554	,521	,448	,622	,721	,552	,577/ ,590
C3.7	,004	- ,071	,602	,670	,692	,725	,655	,704	,589	,677	,639	,731	,485	,514	,738	,839	,744	,585/ ,667
C3.8	,184	,178	,538	,592	,622	,672	,634	,583	,479	,610	,671	,641	,442	,487	,668	,703	,644	,550/ ,599
C3.9	,446	,219	,577	,706	,640	,680	,658	,599	,659	,663	,667	,554	,600	,580	,585	,534	,591	,586/ ,620
C3.10	,066	- ,014	,494	,612	,567	,593	,626	,597	,664	,666	,674	,593	,521	,453	,618	,603	,547	,522/ ,589
C3.11	,126	,089	,534	,633	,621	,646	,699	,662	,704	,663	,689	,700	,606	,600	,714	,635	,712	,590/ ,655

Appendix Table 10. Correlation scores between items of C2 and items of C4

	C2.1	C2.2	C2.3	C2.4	C2.5	C2.6	C2.7	C2.8	C2.9	C2.10	C2.11	C2.12	C2.13	C2.14	C2.15	C2.16	C2.17	Mean
C4.1	,181	,025	,318	,392	,405	,472	,398	,321	,522	,492	,574	,420	,466	,677	,468	,378	,371	,405/ ,445
C4.2	,461	,276	,237	,330	,352	,376	,325	,234	,457	,424	,472	,280	,543	,637	,402	,321	,263	,376/ ,377
C4.3	,448	,243	,212	,329	,337	,389	,402	,324	,452	,374	,454	,308	,572	,682	,408	,326	,371	,390/ ,396
C4.4	,096	- ,088	,336	,412	,495	,511	,509	,428	,517	,458	,435	,449	,567	,682	,555	,355	,448	,421/ ,477
C4.5	,142	,086	,408	,456	,511	,548	,538	,548	,436	,422	,392	,473	,351	,553	,505	,451	,585	,436/ ,478
C4.6	,116	- ,005	,437	,485	,510	,516	,546	,459	,506	,577	,618	,470	,450	,410	,567	,538	,420	,448/ ,501
C4.7	,049	- ,129	,339	,385	,501	,501	,500	,417	,469	,542	,513	,450	,487	,490	,523	,546	,347	,408/ ,467
C4.8	,062	- ,113	,310	,398	,453	,466	,450	,454	,541	,530	,510	,480	,410	,678	,552	,454	,465	,418/ ,477
C4.9	- ,161	- ,242	,310	,398	,423	,482	,428	,377	,375	,330	,329	,377	,329	,543	,318	,327	,436	,316/ ,385
C4.10	,026	- ,146	,362	,476	,469	,541	,499	,533	,608	,555	,539	,558	,507	,791	,611	,474	,579	,470/ ,540
C4.11	- ,062	- ,127	,440	,524	,521	,563	,492	,508	,506	,449	,458	,595	,455	,614	,462	,463	,620	,440/ ,511
C4.12	- ,032	- ,181	,264	,334	,407	,442	,397	,380	,539	,513	,491	,441	,420	,593	,537	,442	,391	,375/ ,439

C4.13	,009	-, ,123	,372	,464	,524	,571	,586	,568	,487	,558	,606	,548	,606	,571	,625	,505	,482	,468/ ,538
C4.14	,050	-, ,122	,453	,535	,572	,605	,608	,448	,578	,670	,689	,683	,723	,582	,597	,606	,551	,519/ ,593
C4.15	,137	,093	,468	,544	,540	,598	,512	,417	,470	,523	,530	,503	,633	,487	,506	,645	,602	,482/ ,532
C4.16	-, ,080	-, ,195	,497	,622	,598	,597	,552	,557	,514	,450	,451	,431	,587	,519	,523	,460	,586	,451/ ,530
C4.17	,043	-, ,095	,267	,391	,409	,427	,480	,385	,483	,485	,509	,485	,610	,554	,470	,409	,483	,400/ ,456

Appendix Table 11. Correlation scores between items of C2 and items of C5

	C2.1	C2.2	C2.3	C2.4	C2.5	C2.6	C2.7	C2.8	C2.9	C2.10	C2.11	C2.12	C2.13	C2.14	C2.15	C2.16	C2.17	Mean
C5.1	,004	-, ,096	,545	,669	,713	,743	,627	,602	,655	,698	,645	,681	,667	,674	,691	,636	,640	,576/ ,659
C5.2	,112	-, ,068	,567	,707	,685	,755	,661	,647	,655	,646	,624	,661	,697	,676	,664	,610	,647	,585/ ,660
C5.3	-, ,015	-, ,136	,520	,611	,645	,673	,589	,575	,577	,560	,544	,572	,635	,633	,645	,627	,586	,520/ ,599
C5.4	,122	-, ,028	,573	,668	,656	,676	,624	,647	,591	,601	,600	,570	,610	,729	,740	,708	,716	,577/ ,647
C5.5	,055	-, ,073	,541	,611	,596	,652	,635	,593	,593	,595	,593	,602	,642	,579	,735	,658	,597	,541/ ,615
C5.6	-, ,157	-, ,195	,518	,586	,616	,672	,603	,573	,492	,580	,575	,640	,579	,597	,693	,683	,630	,511/ ,602
C5.7	-, ,070	-, ,080	,615	,692	,723	,751	,655	,613	,528	,603	,576	,692	,488	,553	,606	,567	,601	,536/ ,618
C5.8	-, ,077	-, ,132	,542	,653	,651	,667	,572	,548	,534	,562	,530	,594	,483	,586	,496	,534	,574	,489/ ,568
C5.9	-, ,091	-, ,196	,495	,558	,586	,602	,555	,515	,613	,603	,565	,584	,495	,553	,642	,638	,581	,488/ ,572
C5.10	,022	-, ,123	,550	,656	,650	,702	,642	,585	,694	,657	,650	,709	,581	,699	,582	,543	,603	,553/ ,634
C5.11	-, ,156	-, ,174	,493	,587	,609	,618	,527	,550	,469	,445	,424	,656	,447	,599	,552	,536	,649	,461/ ,544
C5.12	,008	-, ,100	,451	,546	,597	,609	,572	,528	,493	,509	,496	,648	,712	,577	,643	,550	,592	,496/ ,568
C5.13	,532	-, ,060	,548	,581	,645	,681	,521	,409	,466	,525	,470	,582	,500	,413	,411	,481	,476	,481/ ,514

Appendix Table 12. Correlation scores between items of C2 and items of C6

	C2.1	C2.2	C2.3	C2.4	C2.5	C2.6	C2.7	C2.8	C2.9	C2.10	C2.11	C2.12	C2.13	C2.14	C2.15	C2.16	C2.17	Mean
C6.1	-, ,003	-,072	,675	,733	,667	,737	,689	,644	,739	,744	,738	,718	,600	,694	,840	,794	,699	,626/ ,714
C6.2	,032	,041	,696	,743	,723	,752	,759	,738	,657	,718	,721	,730	,582	,572	,816	,736	,743	,633/ ,712
C6.3	,160	,025	,625	,694	,660	,731	,661	,654	,692	,710	,708	,642	,606	,683	,755	,724	,708	,614/ ,684
C6.4	,057	-,030	,665	,739	,674	,729	,740	,737	,727	,681	,684	,703	,592	,616	,693	,653	,719	,611/ ,690
C6.5	-, ,010	-,042	,667	,651	,672	,692	,700	,638	,725	,777	,747	,701	,468	,500	,798	,754	,634	,592/ ,674

C6.6	,130	,010	,684	,749	,738	,780	,806	,773	,734	,724	,708	,755	,649	,632	,772	,700	,746	,652/ ,730
C6.7	,011	-,031	,607	,659	,656	,709	,694	,664	,726	,717	,667	,734	,709	,631	,777	,737	,707	,610/ ,692
C6.8	-,109	-,043	,670	,701	,746	,763	,673	,693	,686	,674	,579	,743	,569	,591	,757	,734	,776	,600/ ,690
C6.9	-,074	-,020	,591	,676	,645	,735	,620	,669	,707	,696	,621	,723	,599	,578	,687	,737	,735	,584/ ,668

Appendix Table 13. Correlation matrix C3 Demonstrated knowledge of healthcare environment and the organization

	C3.1	C3.2	C3.3	C3.4	C3.5	C3.6	C3.7	C3.8	C3.9	C3.10	C3.11
C3.1											
C3.2	,884										
C3.3	,890	,921									
C3.4	,723	,715	,783								
C3.5	,581	,626	,710	,722							
C3.6	,538	,554	,638	,669	,602						
C3.7	,586	,559	,619	,627	,634	,629					
C3.8	,603	,544	,603	,611	,683	,576	,815				
C3.9	,713	,737	,737	,810	,631	,693	,561	,628			
C3.10	,752	,813	,804	,638	,575	,631	,601	,503	,662		
C3.11	,769	,810	,826	,609	,655	,633	,637	,613	,614	,856	
Mean	,704	,716	,753	,691	,642	,616	,627	,618	,679	,684	,702
Mean total	0,676										

Appendix Table 14. Correlation scores between items of C3 and items of C1

	C3.1	C3.2	C3.3	C3.4	C3.5	C3.6	C3.7	C3.8	C3.9	C3.10	C3.11	Mean
C1.1	,488	,468	,464	,510	,454	,490	,580	,567	,504	,488	,573	,508
C1.2	,534	,429	,369	,455	,369	,268	,442	,463	,411	,379	,446	,415
C1.3	,558	,501	,433	,547	,487	,543	,701	,638	,546	,498	,482	,539
C1.4	,415	,466	,502	,463	,415	,577	,603	,382	,399	,505	,467	,472
C1.5	,500	,534	,586	,528	,536	,469	,627	,468	,470	,547	,542	,528
C1.6	,603	,603	,617	,591	,591	,594	,720	,556	,601	,583	,603	,606

C1.7	,478	,562	,518	,421	,498	,437	,612	,482	,419	,546	,589	,506
C1.8	,471	,456	,454	,398	,344	,472	,661	,501	,384	,448	,549	,467
C1.9	,511	,547	,576	,553	,598	,550	,750	,601	,488	,504	,628	,573
C1.10	,487	,568	,544	,536	,556	,547	,713	,591	,522	,537	,592	,563
C1.11	,585	,531	,502	,491	,461	,467	,697	,586	,468	,504	,587	,534
C1.12	,471	,467	,518	,500	,570	,568	,655	,625	,496	,424	,529	,529
C1.13	,528	,545	,593	,603	,703	,647	,718	,686	,547	,543	,601	,610

Appendix Table 15. Correlation scores between items of C3 and items of C2

	C3.1	C3.2	C3.3	C3.4	C3.5	C3.6	C3.7	C3.8	C3.9	C3.10	C3.11	Mean
C2.1	,191	,094	,170	,320	,194	,526	,004	,184	,446	,066	,126	,211
C2.2	,100	-,047	,060	,168	,077	,437	-,071	,178	,219	-,014	,089	,109
C2.3	,539	,594	,644	,602	,712	,534	,602	,538	,577	,494	,534	,579
C2.4	,623	,695	,699	,628	,704	,602	,670	,592	,706	,612	,633	,651
C2.5	,638	,703	,736	,579	,691	,553	,692	,622	,640	,567	,621	,640
C2.6	,665	,679	,713	,639	,683	,601	,725	,672	,680	,593	,646	,663
C2.7	,764	,774	,717	,608	,756	,549	,655	,634	,658	,626	,699	,676
C2.8	,675	,680	,646	,533	,595	,522	,704	,583	,599	,597	,662	,618
C2.9	,566	,628	,636	,640	,648	,694	,589	,479	,659	,664	,704	,628
C2.10	,679	,662	,694	,659	,693	,694	,677	,610	,663	,666	,663	,669
C2.11	,698	,655	,655	,662	,721	,677	,639	,671	,667	,674	,689	,673
C2.12	,662	,618	,621	,498	,625	,554	,731	,641	,554	,593	,700	,618
C2.13	,607	,581	,554	,617	,554	,521	,485	,442	,600	,521	,606	,553
C2.14	,536	,563	,540	,606	,459	,448	,514	,487	,580	,453	,600	,526
C2.15	,569	,623	,700	,691	,720	,622	,738	,668	,585	,618	,714	,659
C2.16	,586	,558	,582	,600	,593	,721	,839	,703	,534	,603	,635	,632
C2.17	,656	,680	,682	,575	,570	,552	,744	,644	,591	,547	,712	,632

Appendix Table 16. Correlation scores between items of C3 and items of C4

	C3.1	C3.2	C3.3	C3.4	C3.5	C3.6	C3.7	C3.8	C3.9	C3.10	C3.11	Mean
C4.1	,612	,523	,551	,700	,436	,456	,485	,512	,678	,430	,477	,533
C4.2	,506	,497	,524	,616	,462	,540	,399	,457	,658	,408	,454	,502

C4.3	,482	,448	,465	,545	,425	,504	,390	,457	,603	,357	,485	,469
C4.4	,504	,540	,570	,530	,523	,361	,507	,484	,538	,434	,546	,503
C4.5	,432	,378	,471	,359	,479	,398	,570	,558	,384	,317	,445	,436
C4.6	,533	,496	,565	,531	,677	,523	,599	,553	,447	,473	,501	,536
C4.7	,562	,510	,527	,514	,454	,441	,618	,544	,468	,481	,459	,507
C4.8	,499	,484	,547	,452	,467	,440	,585	,541	,473	,427	,546	,496
C4.9	,449	,469	,467	,495	,332	,241	,520	,459	,395	,330	,381	,413
C4.10	,554	,554	,600	,567	,547	,423	,596	,574	,540	,469	,626	,550
C4.11	,476	,443	,514	,517	,498	,383	,617	,538	,460	,409	,557	,492
C4.12	,519	,521	,592	,528	,530	,418	,622	,580	,457	,494	,571	,530
C4.13	,572	,562	,577	,566	,573	,404	,671	,634	,530	,486	,500	,552
C4.14	,577	,539	,569	,534	,639	,526	,594	,636	,597	,429	,542	,562
C4.15	,491	,492	,529	,550	,446	,439	,611	,572	,516	,410	,422	,498
C4.16	,519	,661	,644	,553	,511	,444	,453	,350	,639	,494	,540	,528
C4.17	,414	,443	,458	,427	,524	,447	,417	,455	,439	,322	,497	,440

Appendix Table 17. Correlation scores between items of C3 and items of C5

	C3.1	C3.2	C3.3	C3.4	C3.5	C3.6	C3.7	C3.8	C3.9	C3.10	C3.11	Mean
C5.1	,673	,699	,727	,615	,621	,554	,647	,632	,631	,634	,725	,651
C5.2	,628	,678	,700	,644	,577	,576	,631	,597	,709	,648	,696	,644
C5.3	,652	,645	,666	,596	,519	,511	,671	,507	,578	,634	,691	,606
C5.4	,660	,714	,709	,659	,650	,530	,706	,618	,652	,606	,695	,654
C5.5	,525	,594	,655	,651	,604	,602	,656	,539	,579	,640	,699	,613
C5.6	,552	,545	,573	,577	,571	,447	,766	,657	,440	,485	,581	,563
C5.7	,573	,587	,642	,532	,545	,428	,698	,594	,454	,512	,597	,560
C5.8	,537	,601	,619	,574	,512	,411	,639	,592	,569	,520	,558	,557
C5.9	,558	,641	,686	,555	,564	,588	,678	,555	,517	,647	,707	,609
C5.10	,611	,615	,605	,505	,541	,507	,535	,524	,628	,508	,612	,563
C5.11	,430	,426	,468	,399	,490	,382	,627	,518	,453	,382	,527	,464
C5.12	,532	,518	,558	,542	,570	,456	,591	,469	,496	,462	,560	,523
C5.13	,511	,442	,491	,435	,388	,337	,548	,450	,417	,411	,396	,439

Appendix Table 18. Correlation scores between items of C3 and items of C6

	C3.1	C3.2	C3.3	C3.4	C3.5	C3.6	C3.7	C3.8	C3.9	C3.10	C3.11	Mean
C6.1	,648	,707	,736	,765	,721	,673	,734	,655	,682	,705	,765	,708
C6.2	,677	,661	,721	,639	,708	,628	,689	,603	,572	,622	,761	,662
C6.3	,677	,643	,730	,733	,580	,634	,722	,622	,661	,631	,677	,665
C6.4	,563	,552	,611	,595	,580	,582	,592	,512	,588	,548	,642	,579
C6.5	,576	,581	,668	,573	,711	,614	,692	,602	,517	,658	,657	,623
C6.6	,626	,638	,693	,586	,696	,625	,690	,627	,624	,576	,699	,644
C6.7	,587	,582	,638	,633	,654	,607	,727	,588	,564	,573	,679	,621
C6.8	,524	,516	,613	,566	,575	,538	,796	,615	,485	,511	,635	,579
C6.9	,561	,554	,610	,596	,536	,503	,768	,633	,549	,575	,621	,591

Appendix Table 19. Correlation matrix C4 Interpersonal. Communication qualities and relationship management

[illegible]

Appendix Table 20. Correlation scores between items of C4 and items of C1

	C4.1	C4.2	C4.3	C4.4	C4.5	C4.6	C4.7	C4.8	C4.9	C4.10	C4.11	C4.12	C4.13	C4.14	C4.15	C4.16	C4.17	Mean
C1.1	,393	,360	,446	,448	,493	,374	,279	,462	,408	,484	,454	,365	,474	,387	,446	,439	,339	,415
C1.2	,438	,312	,358	,346	,350	,368	,233	,258	,334	,321	,405	,196	,425	,313	,417	,329	,249	,332
C1.3	,477	,427	,363	,417	,407	,459	,465	,406	,367	,471	,395	,379	,601	,446	,484	,435	,225	,425
C1.4	,260	,258	,236	,329	,438	,413	,317	,374	,412	,400	,403	,343	,442	,259	,400	,376	,160	,342
C1.5	,418	,346	,330	,482	,533	,477	,357	,490	,530	,589	,590	,469	,497	,354	,408	,477	,317	,451
C1.6	,458	,370	,419	,498	,518	,425	,379	,481	,447	,528	,475	,419	,481	,329	,310	,429	,288	,427
C1.7	,325	,315	,373	,454	,591	,515	,308	,511	,471	,553	,496	,488	,472	,306	,386	,445	,316	,431
C1.8	,339	,257	,341	,406	,438	,365	,394	,496	,552	,519	,508	,478	,441	,356	,432	,493	,265	,416
C1.9	,415	,338	,399	,540	,607	,445	,408	,529	,547	,596	,637	,519	,572	,466	,504	,523	,360	,494
C1.10	,399	,368	,408	,534	,562	,495	,422	,545	,580	,561	,565	,484	,551	,431	,481	,509	,337	,484
C1.11	,459	,350	,393	,478	,479	,464	,535	,501	,542	,499	,488	,516	,599	,476	,477	,430	,253	,467
C1.12	,393	,332	,347	,431	,578	,477	,278	,455	,420	,529	,542	,412	,548	,439	,329	,414	,323	,426
C1.13	,424	,411	,377	,472	,566	,649	,380	,560	,399	,607	,574	,501	,627	,656	,567	,454	,526	,515

Appendix Table 21. Correlation scores between items of C4 and items of C2

	C4.1	C4.2	C4.3	C4.4	C4.5	C4.6	C4.7	C4.8	C4.9	C4.10	C4.11	C4.12	C4.13	C4.14	C4.15	C4.16	C4.17	Mean
C2.1	,181	,461	,448	,096	,142	,116	,049	,062	- ,161	,026	-,062	-,032	,009	,050	,137	-,080	,043	,087
C2.2	,025	,276	,243	- ,088	,086	- ,005	- ,129	- ,113	- ,242	-,146	-,127	-,181	-,123	-,122	,093	-,195	-,095	-,050
C2.3	,318	,237	,212	,336	,408	,437	,339	,310	,310	,362	,440	,264	,372	,453	,468	,497	,267	,355
C2.4	,392	,330	,329	,412	,456	,485	,385	,398	,398	,476	,524	,334	,464	,535	,544	,622	,391	,440
C2.5	,405	,352	,337	,495	,511	,510	,501	,453	,423	,469	,521	,407	,524	,572	,540	,598	,409	,472
C2.6	,472	,376	,389	,511	,548	,516	,501	,466	,482	,541	,563	,442	,571	,605	,598	,597	,427	,506
C2.7	,398	,325	,402	,509	,538	,546	,500	,450	,428	,499	,492	,397	,586	,608	,512	,552	,480	,484
C2.8	,321	,234	,324	,428	,548	,459	,417	,454	,377	,533	,508	,380	,568	,448	,417	,557	,385	,433
C2.9	,522	,457	,452	,517	,436	,506	,469	,541	,375	,608	,506	,539	,487	,578	,470	,514	,483	,498
C2.10	,492	,424	,374	,458	,422	,577	,542	,530	,330	,555	,449	,513	,558	,670	,523	,450	,485	,491
C2.11	,574	,472	,454	,435	,392	,618	,513	,510	,329	,539	,458	,491	,606	,689	,530	,451	,509	,504
C2.12	,420	,280	,308	,449	,473	,470	,450	,480	,377	,558	,595	,441	,548	,683	,503	,431	,485	,468
C2.13	,466	,543	,572	,567	,351	,450	,487	,410	,329	,507	,455	,420	,606	,723	,633	,587	,610	,513
C2.14	,677	,637	,682	,682	,553	,410	,490	,678	,543	,791	,614	,593	,571	,582	,487	,519	,554	,592
C2.15	,468	,402	,408	,555	,505	,567	,523	,552	,318	,611	,462	,537	,625	,597	,506	,523	,470	,508
C2.16	,378	,321	,326	,355	,451	,538	,546	,454	,327	,474	,463	,442	,505	,606	,645	,460	,409	,453
C2.17	,371	,263	,371	,448	,585	,420	,347	,465	,436	,579	,620	,391	,482	,551	,602	,586	,483	,471

Appendix Table 22. Correlation scores between items of C4 and items of C3

	C4.1	C4.2	C4.3	C4.4	C4.5	C4.6	C4.7	C4.8	C4.9	C4.10	C4.11	C4.12	C4.13	C4.14	C4.15	C4.16	C4.17	Mean
C3.1	,612	,506	,482	,504	,432	,533	,562	,499	,449	,554	,476	,519	,572	,577	,491	,519	,414	,512
C3.2	,523	,497	,448	,540	,378	,496	,510	,484	,469	,554	,443	,521	,562	,539	,492	,661	,443	,504
C3.3	,551	,524	,465	,570	,471	,565	,527	,547	,467	,600	,514	,592	,577	,569	,529	,644	,458	,539
C3.4	,700	,616	,545	,530	,359	,531	,514	,452	,495	,567	,517	,528	,566	,534	,550	,553	,427	,528
C3.5	,436	,462	,425	,523	,479	,677	,454	,467	,332	,547	,498	,530	,573	,639	,446	,511	,524	,501
C3.6	,456	,540	,504	,361	,398	,523	,441	,440	,241	,423	,383	,418	,404	,526	,439	,444	,447	,435
C3.7	,485	,399	,390	,507	,570	,599	,618	,585	,520	,596	,617	,622	,671	,594	,611	,453	,417	,544
C3.8	,512	,457	,457	,484	,558	,553	,544	,541	,459	,574	,538	,580	,634	,636	,572	,350	,455	,524
C3.9	,678	,658	,603	,538	,384	,447	,468	,473	,395	,540	,460	,457	,530	,597	,516	,639	,439	,519
C3.10	,430	,408	,357	,434	,317	,473	,481	,427	,330	,469	,409	,494	,486	,429	,410	,494	,322	,422
C3.11	,477	,454	,485	,546	,445	,501	,459	,546	,381	,626	,557	,571	,500	,542	,422	,540	,497	,503

Appendix Table 23. Correlation scores between items of C4 and items of C5

	C4.1	C4.2	C4.3	C4.4	C4.5	C4.6	C4.7	C4.8	C4.9	C4.10	C4.11	C4.12	C4.13	C4.14	C4.15	C4.16	C4.17	Mean
C5.1	,474	,489	,463	,605	,443	,441	,473	,591	,405	,721	,531	,546	,656	,721	,540	,672	,553	,548
C5.2	,547	,584	,577	,678	,489	,528	,578	,632	,510	,737	,624	,623	,630	,711	,593	,704	,604	,609
C5.3	,518	,567	,593	,729	,402	,442	,612	,577	,536	,656	,575	,689	,560	,591	,502	,620	,511	,569
C5.4	,508	,519	,550	,661	,503	,476	,541	,622	,496	,743	,588	,625	,532	,664	,562	,671	,551	,577
C5.5	,511	,549	,571	,679	,494	,569	,587	,612	,519	,671	,604	,656	,601	,657	,520	,650	,617	,592
C5.6	,512	,477	,530	,625	,586	,541	,569	,649	,631	,691	,649	,628	,712	,708	,619	,564	,611	,606
C5.7	,492	,470	,480	,560	,597	,538	,492	,578	,596	,603	,663	,581	,642	,542	,526	,461	,488	,548
C5.8	,491	,514	,498	,554	,449	,405	,477	,499	,649	,581	,658	,605	,453	,572	,604	,571	,522	,535
C5.9	,390	,388	,411	,546	,299	,358	,484	,463	,427	,577	,454	,651	,512	,556	,388	,624	,450	,469
C5.10	,554	,506	,550	,633	,560	,499	,540	,697	,534	,775	,649	,631	,500	,755	,484	,648	,639	,597
C5.11	,460	,432	,499	,559	,652	,446	,423	,662	,572	,733	,808	,538	,481	,653	,509	,489	,621	,561
C5.12	,533	,563	,609	,706	,515	,558	,585	,618	,506	,687	,634	,623	,644	,744	,529	,666	,674	,611
C5.13	,395	,313	,252	,397	,416	,331	,502	,361	,547	,417	,511	,411	,459	,479	,576	,549	,195	,418

Appendix Table 24. Correlation scores between items of C4 and items of C6

	C4.1	C4.2	C4.3	C4.4	C4.5	C4.6	C4.7	C4.8	C4.9	C4.10	C4.11	C4.12	C4.13	C4.14	C4.15	C4.16	C4.17	Mean
C6.1	,571	,534	,515	,582	,519	,640	,585	,638	,456	,741	,622	,579	,561	,686	,565	,616	,566	,587
C6.2	,410	,336	,406	,509	,490	,572	,464	,537	,365	,615	,509	,495	,521	,611	,395	,534	,545	,489
C6.3	,615	,522	,560	,605	,547	,591	,629	,645	,533	,700	,608	,612	,587	,663	,610	,624	,528	,599
C6.4	,445	,347	,450	,524	,460	,512	,540	,584	,429	,676	,550	,481	,471	,623	,434	,624	,564	,513
C6.5	,384	,286	,320	,494	,467	,503	,548	,505	,329	,550	,436	,606	,505	,597	,421	,491	,427	,463
C6.6	,457	,426	,511	,617	,593	,567	,553	,618	,413	,670	,545	,590	,626	,714	,467	,634	,613	,566
C6.7	,422	,404	,421	,601	,437	,522	,532	,489	,368	,616	,498	,536	,611	,695	,549	,598	,509	,518
C6.8	,386	,320	,352	,575	,553	,481	,505	,532	,516	,604	,623	,576	,528	,601	,611	,542	,453	,515
C6.9	,404	,353	,363	,556	,468	,424	,497	,445	,513	,557	,553	,586	,541	,603	,692	,553	,397	,500

Appendix Table 25. Correlation matrix C5 Leading people and organisation

	C5.1	C5.2	C5.3	C5.4	C5.5	C5.6	C5.7	C5.8	C5.9	C5.10	C5.11	C5.12	C5.13
C5.1													
C5.2	,882												
C5.3	,779	,861											
C5.4	,814	,832	,846										
C5.5	,749	,859	,851	,778									
C5.6	,770	,718	,756	,761	,830								
C5.7	,661	,712	,731	,637	,747	,833							
C5.8	,709	,752	,774	,754	,726	,770	,839						
C5.9	,748	,726	,839	,759	,786	,741	,717	,758					
C5.10	,787	,825	,712	,744	,680	,645	,610	,664	,638				
C5.11	,668	,686	,655	,659	,645	,728	,702	,668	,553	,792			
C5.12	,729	,753	,787	,738	,795	,812	,679	,607	,672	,764	,791		
C5.13	,623	,543	,533	,520	,481	,633	,576	,576	,487	,592	,538	,623	
Mean	,743	,762	,760	,737	,744	,750	,704	,716	,702	,704	,674	,729	,560
Mean total	,714												

Appendix Table 26. Correlation scores between items of C5 and items of C1

	C5.1	C5.2	C5.3	C5.4	C5.5	C5.6	C5.7	C5.8	C5.9	C5.10	C5.11	C5.12	C5.13	Mean
C1.1	,546	,529	,540	,486	,527	,578	,559	,464	,503	,491	,461	,416	,417	,501
C1.2	,391	,447	,435	,333	,427	,481	,546	,382	,274	,404	,394	,423	,398	,410
C1.3	,585	,542	,535	,565	,523	,603	,516	,433	,483	,512	,411	,456	,543	,516
C1.4	,426	,451	,447	,413	,505	,468	,486	,376	,514	,369	,359	,327	,391	,426
C1.5	,560	,581	,578	,506	,617	,611	,663	,557	,603	,536	,585	,537	,498	,572
C1.6	,519	,501	,622	,608	,564	,597	,636	,510	,603	,485	,538	,503	,406	,546
C1.7	,513	,517	,539	,553	,478	,551	,642	,559	,565	,523	,494	,436	,427	,523
C1.8	,512	,495	,554	,573	,506	,575	,526	,473	,594	,502	,409	,410	,535	,513
C1.9	,622	,614	,667	,648	,651	,693	,682	,603	,665	,613	,599	,546	,551	,627
C1.10	,598	,606	,631	,638	,658	,673	,647	,593	,598	,579	,529	,475	,503	,594
C1.11	,578	,514	,589	,552	,514	,638	,616	,515	,602	,568	,460	,466	,609	,555
C1.12	,603	,534	,496	,515	,577	,636	,622	,477	,560	,526	,599	,549	,482	,552
C1.13	,696	,653	,541	,630	,689	,717	,634	,570	,600	,617	,582	,606	,493	,618

Appendix Table 27. Correlation scores between items of C5 and items of C2

	C5.1	C5.2	C5.3	C5.4	C5.5	C5.6	C5.7	C5.8	C5.9	C5.10	C5.11	C5.12	C5.13	Mean
C2.1	,004	,112	-,015	,122	,055	-,157	-,070	-,077	-,091	,022	-,156	,008	,532	,022
C2.2	-,096	-,068	-,136	-,028	-,073	-,195	-,080	-,132	-,196	-,123	-,174	-,100	-,060	-,112
C2.3	,545	,567	,520	,573	,541	,518	,615	,542	,495	,550	,493	,451	,548	,535
C2.4	,669	,707	,611	,668	,611	,586	,692	,653	,558	,656	,587	,546	,581	,625
C2.5	,713	,685	,645	,656	,596	,616	,723	,651	,586	,650	,609	,597	,645	,644
C2.6	,743	,755	,673	,676	,652	,672	,751	,667	,602	,702	,618	,609	,681	,677
C2.7	,627	,661	,589	,624	,635	,603	,655	,572	,555	,642	,527	,572	,521	,598
C2.8	,602	,647	,575	,647	,593	,573	,613	,548	,515	,585	,550	,528	,409	,568
C2.9	,655	,655	,577	,591	,593	,492	,528	,534	,613	,694	,469	,493	,466	,566
C2.10	,698	,646	,560	,601	,595	,580	,603	,562	,603	,657	,445	,509	,525	,583
C2.11	,645	,624	,544	,600	,593	,575	,576	,530	,565	,650	,424	,496	,470	,561
C2.12	,681	,661	,572	,570	,602	,640	,692	,594	,584	,709	,656	,648	,582	,630
C2.13	,667	,697	,635	,610	,642	,579	,488	,483	,495	,581	,447	,712	,500	,580
C2.14	,674	,676	,633	,729	,579	,597	,553	,586	,553	,699	,599	,577	,413	,605
C2.15	,691	,664	,645	,740	,735	,693	,606	,496	,642	,582	,552	,643	,411	,623
C2.16	,636	,610	,627	,708	,658	,683	,567	,534	,638	,543	,536	,550	,481	,598
C2.17	,640	,647	,586	,716	,597	,630	,601	,574	,581	,603	,649	,592	,476	,607

Appendix Table 28. Correlation scores between items of C5 and items of C3

	C5.1	C5.2	C5.3	C5.4	C5.5	C5.6	C5.7	C5.8	C5.9	C5.10	C5.11	C5.12	C5.13	Mean
C3.1	,673	,628	,652	,660	,525	,552	,573	,537	,558	,611	,430	,532	,511	,572
C3.2	,699	,678	,645	,714	,594	,545	,587	,601	,641	,615	,426	,518	,442	,593
C3.3	,727	,700	,666	,709	,655	,573	,642	,619	,686	,605	,468	,558	,491	,623
C3.4	,615	,644	,596	,659	,651	,577	,532	,574	,555	,505	,399	,542	,435	,560
C3.5	,621	,577	,519	,650	,604	,571	,545	,512	,564	,541	,490	,570	,388	,550
C3.6	,554	,576	,511	,530	,602	,447	,428	,411	,588	,507	,382	,456	,337	,487
C3.7	,647	,631	,671	,706	,656	,766	,698	,639	,678	,535	,627	,591	,548	,646
C3.8	,632	,597	,507	,618	,539	,657	,594	,592	,555	,524	,518	,469	,450	,558
C3.9	,631	,709	,578	,652	,579	,440	,454	,569	,517	,628	,453	,496	,417	,548
C3.10	,634	,648	,634	,606	,640	,485	,512	,520	,647	,508	,382	,462	,411	,545
C3.11	,725	,696	,691	,695	,699	,581	,597	,558	,707	,612	,527	,560	,396	,619

Appendix Table 29. Correlation scores between items of C5 and items of C4

	C5.1	C5.2	C5.3	C5.4	C5.5	C5.6	C5.7	C5.8	C5.9	C5.10	C5.11	C5.12	C5.13	Mean
C4.1	,474	,547	,518	,508	,511	,512	,492	,491	,390	,554	,460	,533	,395	,491
C4.2	,489	,584	,567	,519	,549	,477	,470	,514	,388	,506	,432	,563	,313	,490
C4.3	,463	,577	,593	,550	,571	,530	,480	,498	,411	,550	,499	,609	,252	,506
C4.4	,605	,678	,729	,661	,679	,625	,560	,554	,546	,633	,559	,706	,397	,610
C4.5	,443	,489	,402	,503	,494	,586	,597	,449	,299	,560	,652	,515	,416	,493
C4.6	,441	,528	,442	,476	,569	,541	,538	,405	,358	,499	,446	,558	,331	,472
C4.7	,473	,578	,612	,541	,587	,569	,492	,477	,484	,540	,423	,585	,502	,528
C4.8	,591	,632	,577	,622	,612	,649	,578	,499	,463	,697	,662	,618	,361	,582
C4.9	,405	,510	,536	,496	,519	,631	,596	,649	,427	,534	,572	,506	,547	,533
C4.10	,721	,737	,656	,743	,671	,691	,603	,581	,577	,775	,733	,687	,417	,661
C4.11	,531	,624	,575	,588	,604	,649	,663	,658	,454	,649	,808	,634	,511	,611
C4.12	,546	,623	,689	,625	,656	,628	,581	,605	,651	,631	,538	,623	,411	,601
C4.13	,656	,630	,560	,532	,601	,712	,642	,453	,512	,500	,481	,644	,459	,568
C4.14	,721	,711	,591	,664	,657	,708	,542	,572	,556	,755	,653	,744	,479	,643
C4.15	,540	,593	,502	,562	,520	,619	,526	,604	,388	,484	,509	,529	,576	,535
C4.16	,672	,704	,620	,671	,650	,564	,461	,571	,624	,648	,489	,666	,549	,607
C4.17	,553	,604	,511	,551	,617	,611	,488	,522	,450	,639	,621	,674	,195	,541

Appendix Table 30. Correlation scores between items of C5 and items of C6

	C5.1	C5.2	C5.3	C5.4	C5.5	C5.6	C5.7	C5.8	C5.9	C5.10	C5.11	C5.12	C5.13	Mean
C6.1	,796	,794	,718	,808	,784	,722	,630	,635	,678	,771	,679	,685	,499	,708
C6.2	,732	,689	,719	,756	,749	,701	,663	,605	,682	,684	,610	,656	,422	,667
C6.3	,751	,780	,761	,818	,775	,757	,681	,685	,719	,712	,560	,683	,600	,714
C6.4	,734	,766	,703	,737	,744	,647	,580	,596	,630	,778	,607	,659	,486	,667
C6.5	,660	,579	,634	,683	,634	,627	,559	,528	,740	,657	,499	,583	,509	,607
C6.6	,766	,771	,733	,750	,768	,719	,697	,637	,723	,804	,664	,742	,492	,713
C6.7	,831	,767	,778	,765	,752	,725	,607	,615	,746	,717	,594	,723	,552	,706
C6.8	,737	,694	,725	,701	,683	,733	,676	,678	,688	,680	,698	,668	,649	,693
C6.9	,751	,693	,734	,728	,637	,704	,626	,716	,701	,643	,588	,591	,643	,673

Appendix Table 31. Correlation matrix C6 Enabling and Managing Change

	C6.1	C6.2	C6.3	C6.4	C6.5	C6.6	C6.7	C6.8	C6.9
C6.1									
C6.2	,833								

C6.3	,849	,818							
C6.4	,816	,853	,870						
C6.5	,762	,795	,777	,747					
C6.6	,822	,878	,844	,882	,831				
C6.7	,824	,835	,820	,819	,769	,875			
C6.8	,755	,793	,776	,767	,753	,807	,897		
C6.9	,726	,715	,763	,692	,743	,742	,871	,919	
Mean	,798	,815	,815	,806	,772	,835	,839	,808	,771
Mean total	,807								

Appendix Table 32. Correlation scores between items of C6 and items of C1

	C6.1	C6.2	C6.3	C6.4	C6.5	C6.6	C6.7	C6.8	C6.9	Mean
C1.1	,582	,556	,535	,579	,500	,596	,586	,632	,614	,576
C1.2	,461	,480	,439	,448	,331	,470	,452	,475	,447	,445
C1.3	,625	,478	,537	,481	,504	,539	,620	,556	,596	,548
C1.4	,502	,454	,496	,490	,492	,484	,547	,538	,536	,504
C1.5	,600	,564	,556	,585	,561	,589	,577	,603	,572	,579
C1.6	,622	,702	,598	,575	,638	,643	,571	,626	,558	,615
C1.7	,553	,545	,536	,526	,518	,609	,549	,615	,624	,564
C1.8	,525	,522	,613	,606	,524	,546	,579	,611	,633	,573
C1.9	,687	,707	,700	,705	,687	,749	,750	,808	,752	,727
C1.10	,692	,677	,675	,701	,625	,710	,702	,732	,695	,690
C1.11	,597	,582	,644	,584	,609	,623	,676	,672	,719	,634
C1.12	,554	,581	,505	,520	,486	,583	,568	,568	,506	,541
C1.13	,738	,702	,687	,656	,665	,725	,761	,715	,668	,702

Appendix Table 33. Correlation scores between items of C6 and items of C2

	C6.1	C6.2	C6.3	C6.4	C6.5	C6.6	C6.7	C6.8	C6.9	Mean
C2.1	-,003	,032	,160	,057	-,010	,130	,011	-,109	-,074	,022
C2.2	-,072	,041	,025	-,030	-,042	,010	-,031	-,043	-,020	-,018
C2.3	,675	,696	,625	,665	,667	,684	,607	,670	,591	,653
C2.4	,733	,743	,694	,739	,651	,749	,659	,701	,676	,705
C2.5	,667	,723	,660	,674	,672	,738	,656	,746	,645	,687
C2.6	,737	,752	,731	,729	,692	,780	,709	,763	,735	,736

C2.7	,689	,759	,661	,740	,700	,806	,694	,673	,620	,705
C2.8	,644	,738	,654	,737	,638	,773	,664	,693	,669	,690
C2.9	,739	,657	,692	,727	,725	,734	,726	,686	,707	,710
C2.10	,744	,718	,710	,681	,777	,724	,717	,674	,696	,716
C2.11	,738	,721	,708	,684	,747	,708	,667	,579	,621	,686
C2.12	,718	,730	,642	,703	,701	,755	,734	,743	,723	,717
C2.13	,600	,582	,606	,592	,468	,649	,709	,569	,599	,597
C2.14	,694	,572	,683	,616	,500	,632	,631	,591	,578	,611
C2.15	,840	,816	,755	,693	,798	,772	,777	,757	,687	,766
C2.16	,794	,736	,724	,653	,754	,700	,737	,734	,737	,730
C2.17	,699	,743	,708	,719	,634	,746	,707	,776	,735	,719

Appendix Table 34. Correlation scores between items of C6 and items of C3

	C6.1	C6.2	C6.3	C6.4	C6.5	C6.6	C6.7	C6.8	C6.9	Mean
C3.1	,648	,677	,677	,563	,576	,626	,587	,524	,561	,604
C3.2	,707	,661	,643	,552	,581	,638	,582	,516	,554	,604
C3.3	,736	,721	,730	,611	,668	,693	,638	,613	,610	,669
C3.4	,765	,639	,733	,595	,573	,586	,633	,566	,596	,632
C3.5	,721	,708	,580	,580	,711	,696	,654	,575	,536	,640
C3.6	,673	,628	,634	,582	,614	,625	,607	,538	,503	,600
C3.7	,734	,689	,722	,592	,692	,690	,727	,796	,768	,712
C3.8	,655	,603	,622	,512	,602	,627	,588	,615	,633	,606
C3.9	,682	,572	,661	,588	,517	,624	,564	,485	,549	,582
C3.10	,705	,622	,631	,548	,658	,576	,573	,511	,575	,600
C3.11	,765	,761	,677	,642	,657	,699	,679	,635	,621	,682

Appendix Table 35. Correlation scores between items of C6 and items of C4

	C6.1	C6.2	C6.3	C6.4	C6.5	C6.6	C6.7	C6.8	C6.9	Mean
C4.1	,571	,410	,615	,445	,384	,457	,422	,386	,404	,455
C4.2	,534	,336	,522	,347	,286	,426	,404	,320	,353	,392
C4.3	,515	,406	,560	,450	,320	,511	,421	,352	,363	,433
C4.4	,582	,509	,605	,524	,494	,617	,601	,575	,556	,563

C4.5	,519	,490	,547	,460	,467	,593	,437	,553	,468	,504
C4.6	,640	,572	,591	,512	,503	,567	,522	,481	,424	,535
C4.7	,585	,464	,629	,540	,548	,553	,532	,505	,497	,539
C4.8	,638	,537	,645	,584	,505	,618	,489	,532	,445	,555
C4.9	,456	,365	,533	,429	,329	,413	,368	,516	,513	,436
C4.10	,741	,615	,700	,676	,550	,670	,616	,604	,557	,637
C4.11	,622	,509	,608	,550	,436	,545	,498	,623	,553	,549
C4.12	,579	,495	,612	,481	,606	,590	,536	,576	,586	,562
C4.13	,561	,521	,587	,471	,505	,626	,611	,528	,541	,550
C4.14	,686	,611	,663	,623	,597	,714	,695	,601	,603	,644
C4.15	,565	,395	,610	,434	,421	,467	,549	,611	,692	,527
C4.16	,616	,534	,624	,624	,491	,634	,598	,542	,553	,580
C4.17	,566	,545	,528	,564	,427	,613	,509	,453	,397	,511

Appendix Table 36. Correlation scores between items of C6 and items of C5

	C6.1	C6.2	C6.3	C6.4	C6.5	C6.6	C6.7	C6.8	C6.9	Mean
C5.1	,796	,732	,751	,734	,660	,766	,831	,737	,751	,751
C5.2	,794	,689	,780	,766	,579	,771	,767	,694	,693	,726
C5.3	,718	,719	,761	,703	,634	,733	,778	,725	,734	,723
C5.4	,808	,756	,818	,737	,683	,750	,765	,701	,728	,750
C5.5	,784	,749	,775	,744	,634	,768	,752	,683	,637	,725
C5.6	,722	,701	,757	,647	,627	,719	,725	,733	,704	,704
C5.7	,630	,663	,681	,580	,559	,697	,607	,676	,626	,635
C5.8	,635	,605	,685	,596	,528	,637	,615	,678	,716	,633
C5.9	,678	,682	,719	,630	,740	,723	,746	,688	,701	,701
C5.10	,771	,684	,712	,778	,657	,804	,717	,680	,643	,716
C5.11	,679	,610	,560	,607	,499	,664	,594	,698	,588	,611
C5.12	,685	,656	,683	,659	,583	,742	,723	,668	,591	,666
C5.13	,499	,422	,600	,486	,509	,492	,552	,649	,643	,539

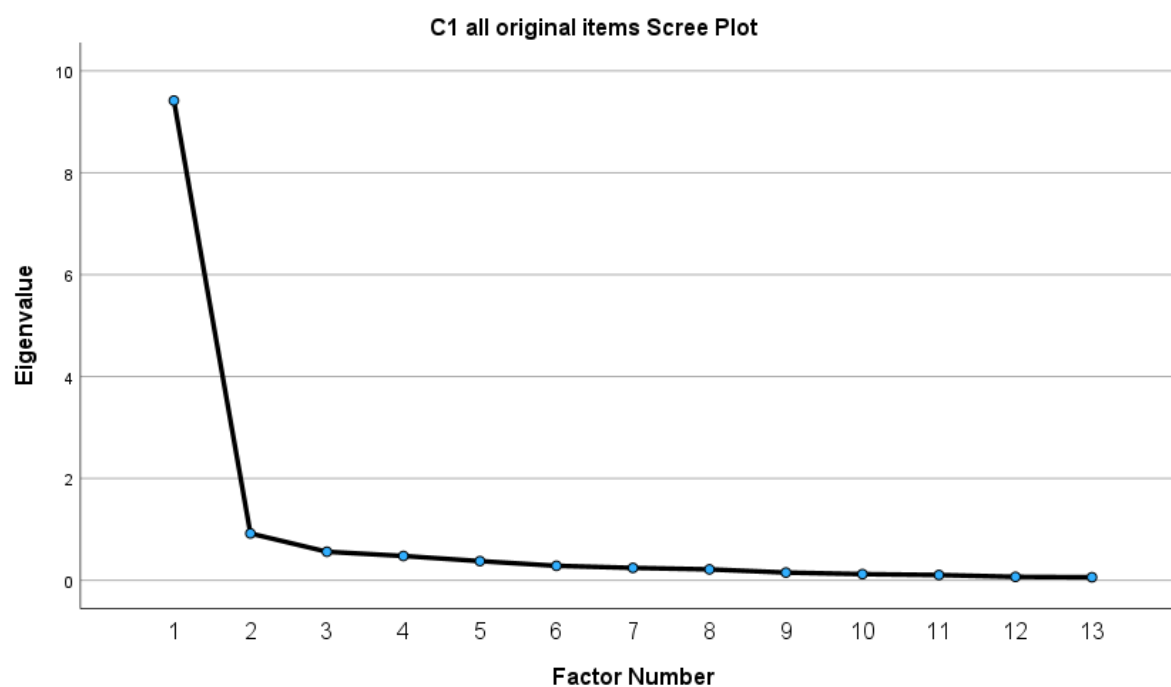
Appendix III Results of factor analysis, before and after modifications

Subscale 1: Evidence-informed decision-making (C1)

Appendix Table 37. C1 Factor analysis all original items

C1 original items: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9,416	72,432	72,432	9,132	70,247	70,247
2	,920	7,074	79,506			
3	,561	4,314	83,820			
4	,478	3,674	87,494			
5	,377	2,899	90,392			
6	,285	2,190	92,582			
7	,244	1,875	94,458			
8	,215	1,652	96,109			
9	,152	1,171	97,280			
10	,121	,935	98,215			
11	,104	,801	99,016			
12	,068	,524	99,540			
13	,060	,460	100,000			

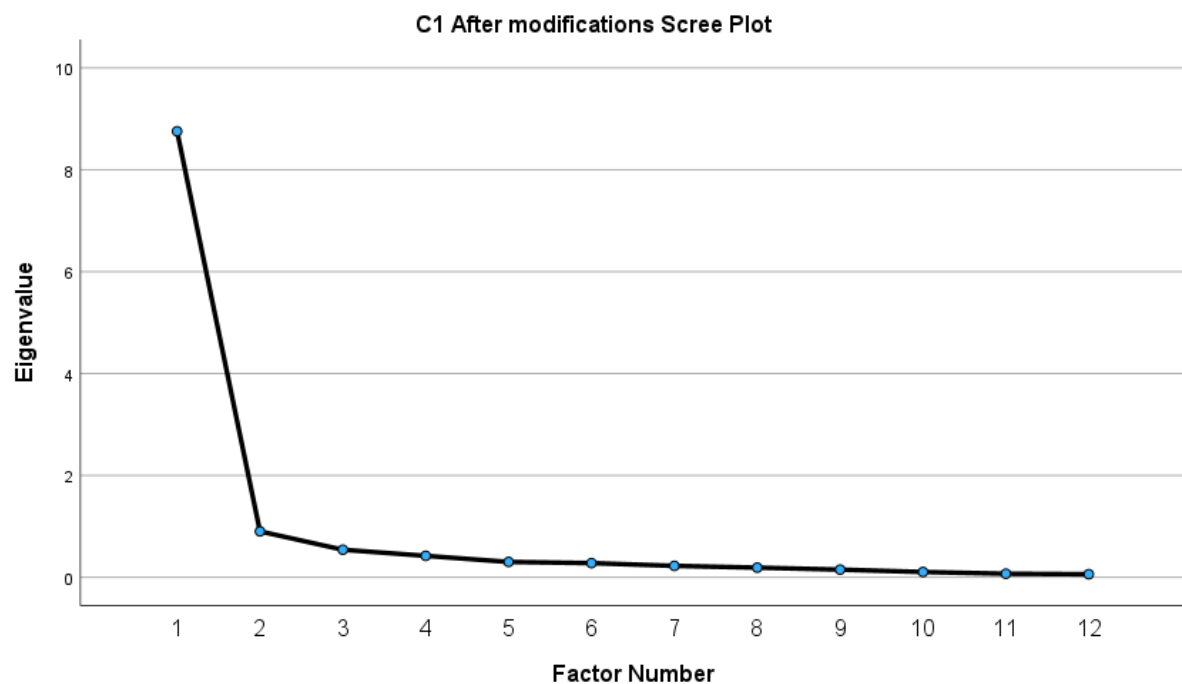
Appendix Figure 1. Scree Plot factor analysis C1 all original items



Appendix Table 38. C1 Factor analysis after modifications

C1 item 1.13 removed: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8,754	72,951	72,951	8,475	70,623	70,623
2	,902	7,515	80,465			
3	,541	4,511	84,976			
4	,422	3,513	88,489			
5	,302	2,516	91,005			
6	,279	2,322	93,327			
7	,225	1,873	95,200			
8	,190	1,581	96,781			
9	,151	1,257	98,039			
10	,104	,871	98,909			
11	,070	,586	99,496			
12	,061	,504	100,000			

Appendix Figure 2. Scree Plot C1 factor analysis after modifications



Subscale 2: Operations, administration and resource management (C2)

Appendix Table 39. C2 Factor analysis all original items

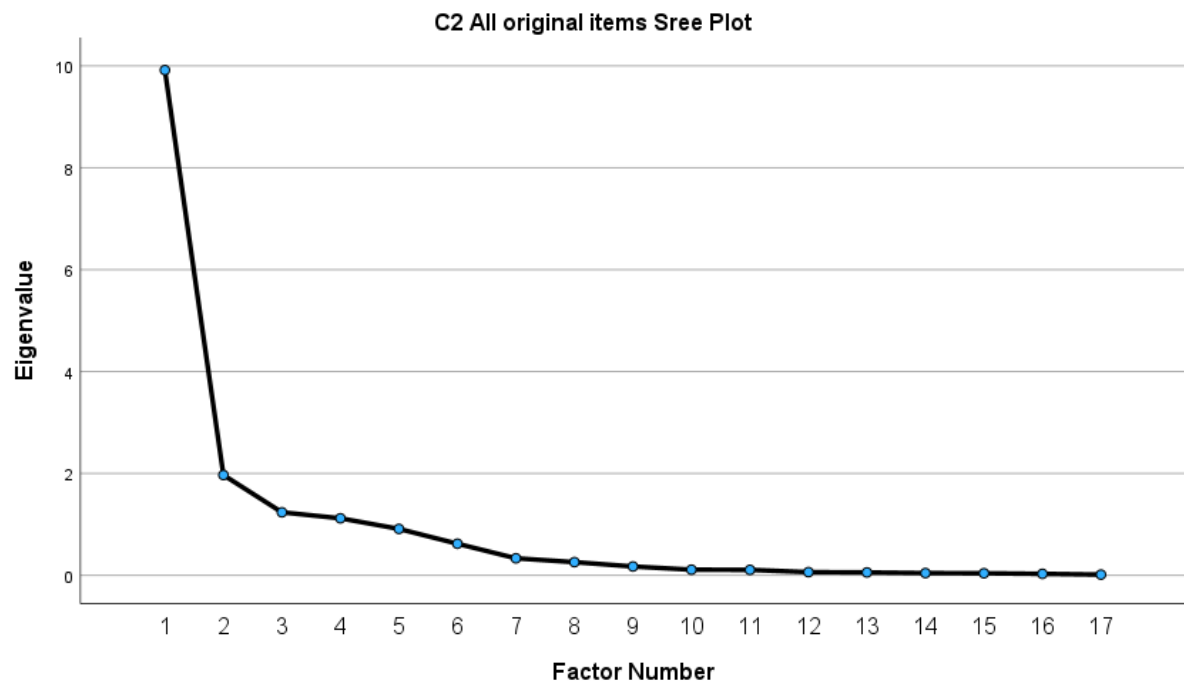
C2 Original items: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %

1	9,916	58,331	58,331	9,740	57,295	57,295
2	1,969	11,581	69,912	1,868	10,991	68,286
3	1,237	7,274	77,186	1,042	6,128	74,414
4	1,119	6,582	83,768	,807	4,746	79,160
5	,911	5,360	89,128			
6	,620	3,647	92,775			
7	,334	1,965	94,739			
8	,259	1,521	96,260			
9	,173	1,019	97,279			
10	,110	,649	97,929			
11	,107	,628	98,557			
12	,062	,368	98,924			
13	,056	,331	99,255			
14	,044	,258	99,513			
15	,040	,237	99,750			
16	,029	,170	99,920			
17	,014	,080	100,000			

Rotation Sums of Squared Loadings

Total	% of Variance	Cumulative %
5,063	29,782	29,782
3,546	20,858	50,640
2,981	17,535	68,175
1,867	10,985	79,160

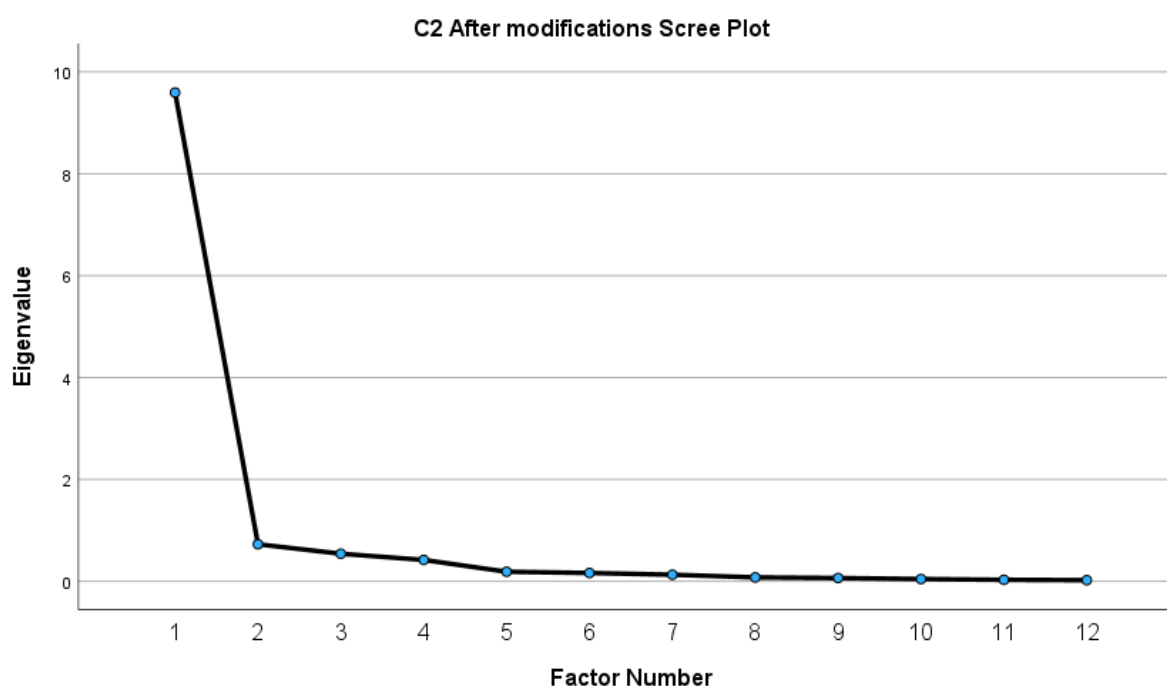
Appendix Figure 3. Scree Plot C2 factor analysis all original items



Appendix Table 40. C2 Factor analysis after modifications

C2 items C2.1, C2.2, C2.14, C2.15 and C2.16 removed: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9,594	79,947	79,947	9,394	78,281	78,281
2	,727	6,061	86,007			
3	,541	4,508	90,515			
4	,420	3,496	94,012			
5	,188	1,567	95,579			
6	,163	1,362	96,941			
7	,129	1,079	98,020			
8	,077	,641	98,661			
9	,064	,537	99,198			
10	,045	,372	99,570			
11	,030	,247	99,816			
12	,022	,184	100,000			

Appendix Figure 4. C2 Scree Plot factor analysis after modification



Subscale 3: Demonstrated knowledge of healthcare environment and the organization (C3)

Appendix Table 41. C3 Factor analysis all original items

C3 Original items: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7,766	70,598	70,598	7,457	67,786	67,786

2	,930	8,456	79,054			
3	,627	5,698	84,752			
4	,496	4,509	89,261			
5	,362	3,289	92,550			
6	,243	2,207	94,757			
7	,213	1,940	96,697			
8	,132	1,203	97,901			
9	,089	,810	98,711			
10	,080	,724	99,435			
11	,062	,565	100,000			

Appendix Figure 5. C3 Scree Plot factor analysis all original items

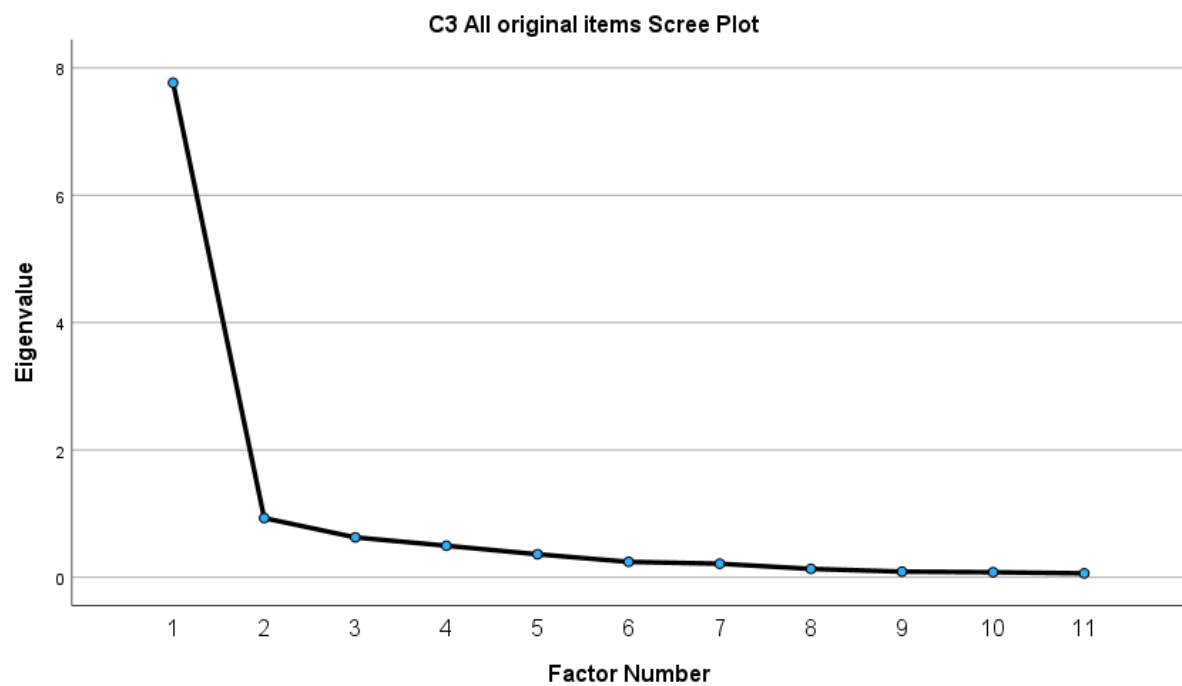
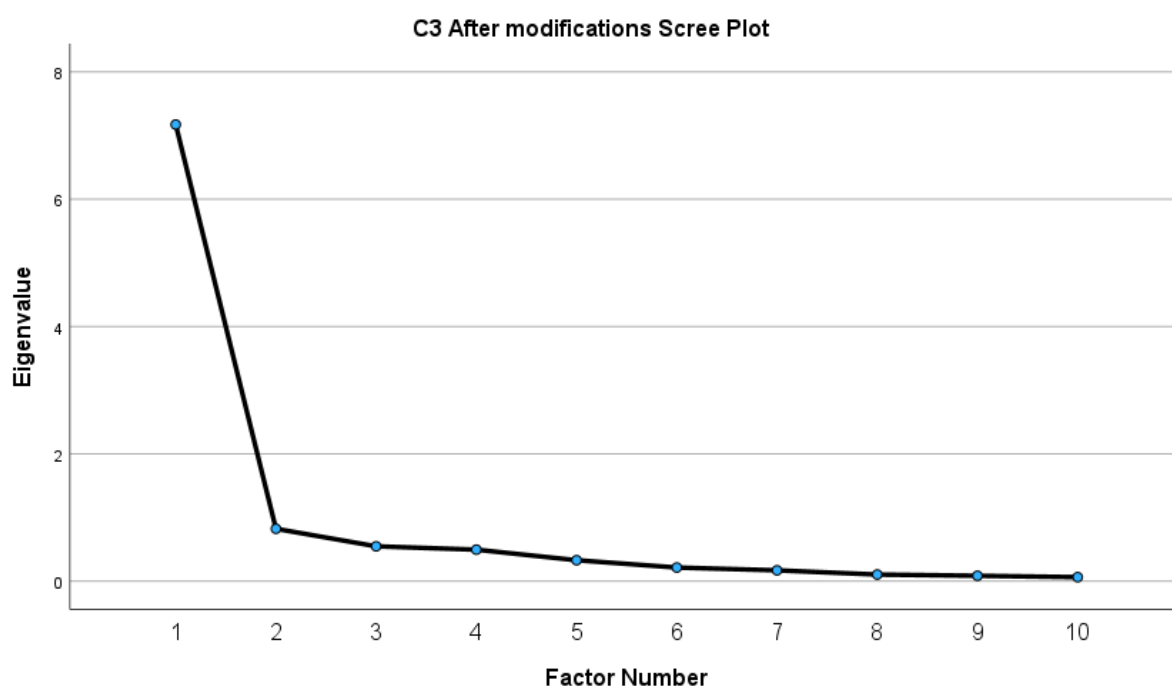


Table 42 C3 Factor analysis after modification

C3 item 3.7 removed: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7,173	71,730	71,730	6,878	68,785	68,785
2	,823	8,228	79,958			
3	,547	5,470	85,428			
4	,495	4,945	90,373			
5	,329	3,287	93,660			
6	,214	2,137	95,797			
7	,170	1,698	97,495			
8	,104	1,036	98,531			
9	,084	,842	99,373			
10	,063	,627	100,000			

Appendix Figure 6. C3 Scree Plot factor analysis after modification

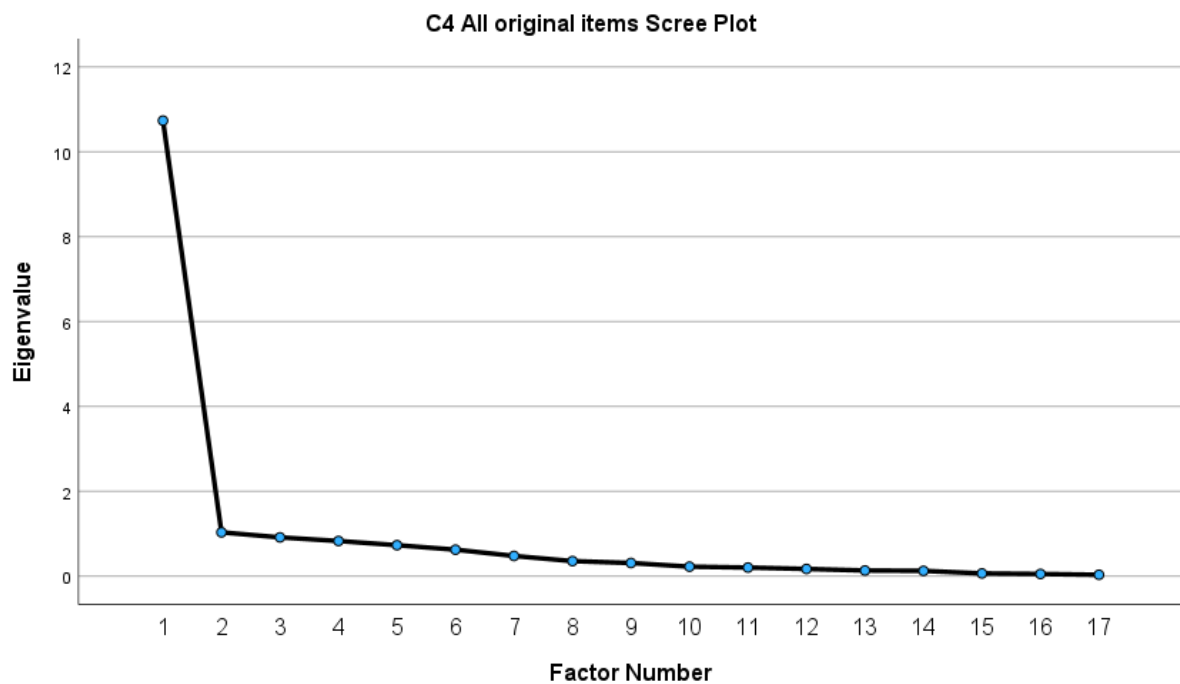


Subscale 4: Interpersonal, communication qualities and relationship management (C4)

Appendix Table 43. C4 Factor analysis all original items

C4 Original items: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10,735	63,146	63,146	10,405	61,203	61,203
2	1,032	6,070	69,216	,669	3,935	65,138
3	,913	5,371	74,587			
4	,828	4,872	79,459			
5	,729	4,290	83,749			
6	,624	3,668	87,418			
7	,476	2,800	90,217			
8	,354	2,084	92,301			
9	,310	1,821	94,122			
10	,224	1,315	95,437			
11	,202	1,188	97,623			
12	,170	,998	97,623			
13	,133	,782	98,405			
14	,124	,730	99,136			
15	,064	,376	99,512			
16	,051	,300	99,812			
17	,032	,188	100,000			

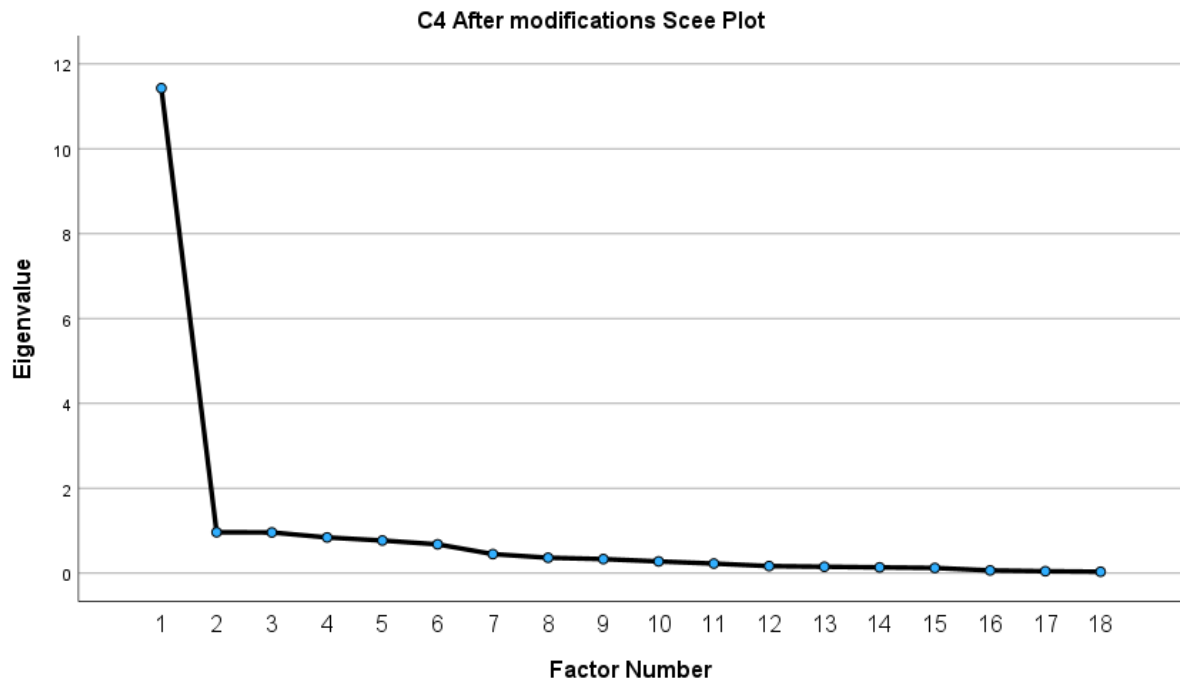
Appendix Figure 7. C4 Scree Plot factor analysis all original items



Appendix Table 44. C4 Factor analysis after modification

C4 item 2.14 added: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11,428	63,488	63,488	11,060	61,443	61,443
2	,964	5,355	68,843			
3	,959	5,329	74,172			
4	,841	4,672	78,844			
5	,769	4,270	83,114			
6	,679	3,771	86,885			
7	,448	2,491	89,376			
8	,363	2,015	91,391			
9	,331	1,841	93,232			
10	,276	1,534	94,766			
11	,225	1,253	96,019			
12	,166	,923	96,942			
13	,151	,837	97,779			
14	,136	,755	98,534			
15	,122	,679	99,213			
16	,064	,356	99,569			
17	,045	,250	99,819			
18	,033	,181	100,000			

Appendix Figure 8. C4 Scree Plot factor analysis after modification

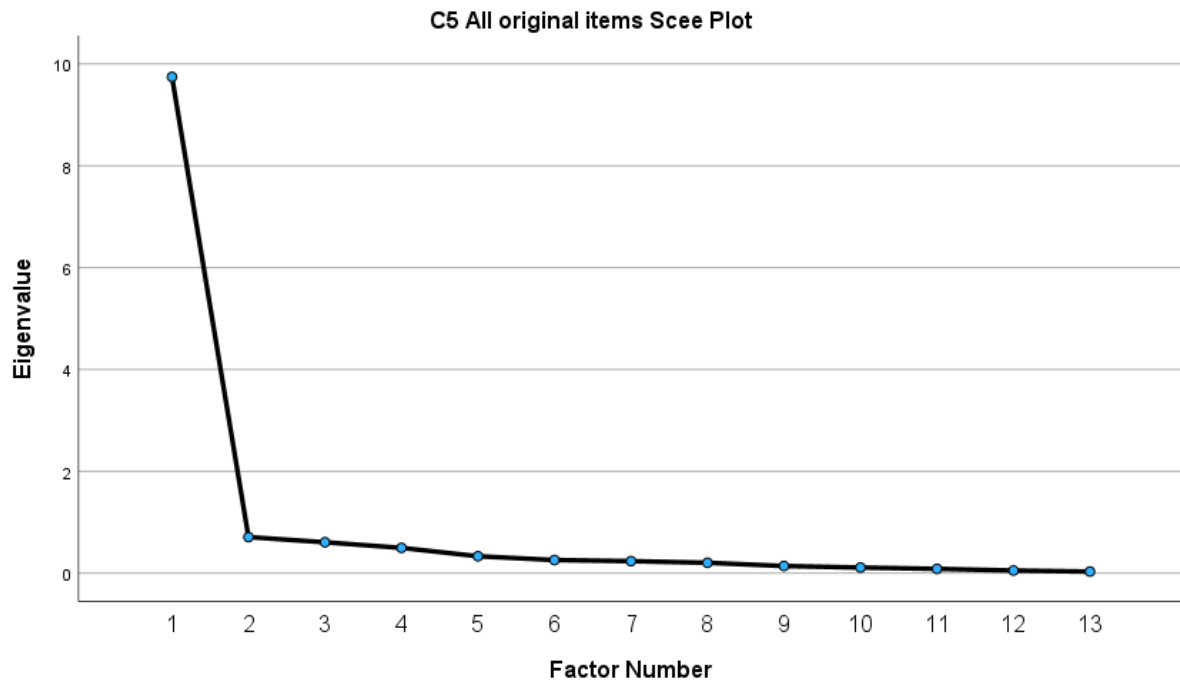


Subscale 5: Leading people and organization (C5)

Appendix Table 45. C5 Factor analysis all original items

C5 Original items: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9,745	74,962	74,962	9,486	72,973	72,973
2	,708	5,449	80,410			
3	,606	4,664	85,074			
4	,496	3,818	88,892			
5	,332	2,551	91,443			
6	,257	1,979	93,422			
7	,235	1,811	95,233			
8	,204	1,567	96,800			
9	,140	1,077	97,876			
10	,110	,843	98,720			
11	,084	,647	99,367			
12	,051	,396	99,763			
13	,031	,237	100,000			

Appendix Figure 9. C5 Scree Plot factor analysis all original items

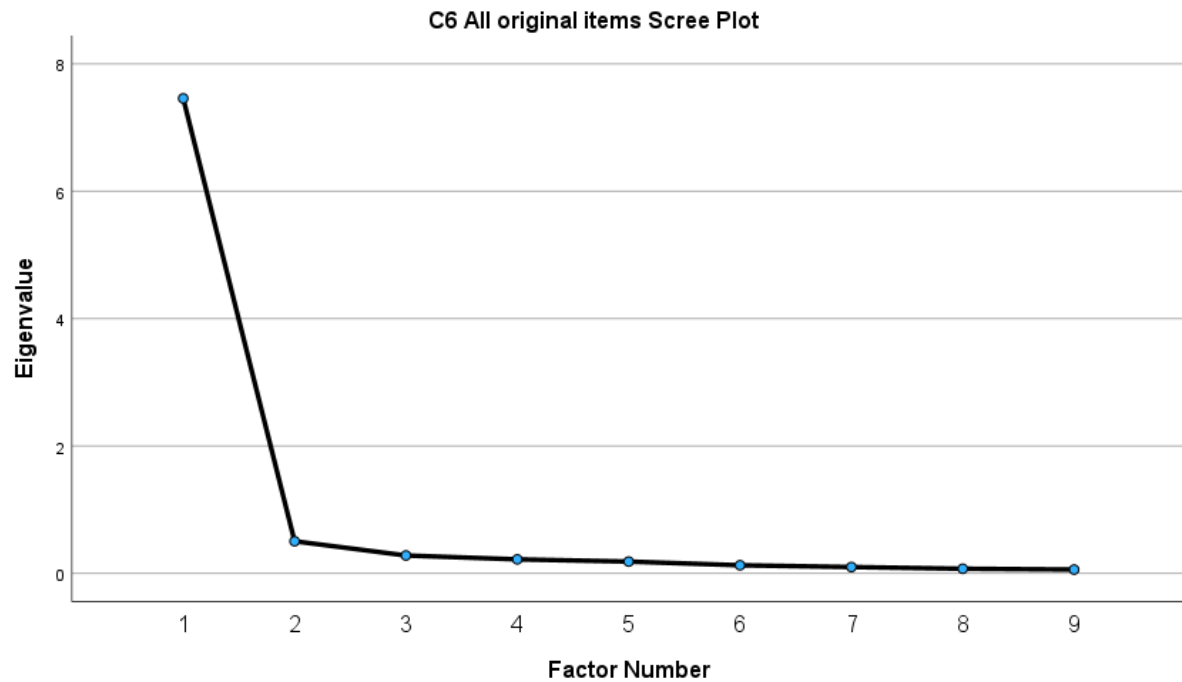


Subscale 6: Enabling and Managing Change

Appendix Table 46. C6 Factor analysis all original items

C6 Original items: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7,458	82,864	82,864	7,268	80,757	80,757
2	,504	5,595	88,458			
3	,280	3,111	91,569			
4	,219	2,435	94,004			
5	,184	2,049	96,052			
6	,126	1,405	97,457			
7	,098	1,093	98,551			
8	,072	,797	99,347			
9	,059	,653	100,000			

Appendix Figure 10. C6 Scree Plot factor analysis all original items



Appendix Table 47. C6 factor analysis after modification

C6 item 2.15 and 2.16 added: Total Variance Explained						
Factor	Total	Initial Eigenvalues		Extraction Sums of Squared Loadings		
		% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8,990	81,726	81,726	8,793	79,938	79,938
2	,518	4,712	86,438			
3	,407	3,696	90,134			
4	,280	2,546	92,680			
5	,224	2,034	94,714			
6	,165	1,503	96,217			
7	,128	1,167	97,383			
8	,108	,985	98,369			
9	,095	,861	99,230			
10	,046	,417	99,647			
11	,039	,353	100,000			

Appendix Figure 11. C6 Scree Plot factor analysis after modification

