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| --- | --- |
| Variables | Statement |
| Role conflict | When there are disagreements within the team, I have to do things that should be done differently. |
| When there are differences of opinion within the team, I have to break or bend a rule or policy to carry out an assignment. |
| I work with two or more groups who operate quite differently. |
| I do things that are readily accepted by one person and not accepted by others. |
| Tendency to Confront | I enjoy facing and overcoming obstacles to my ideas. |
| If I see something I do not like, I fix it. |
| I Love championing my ideas, even against others; opposition. |
| When I have a problem, I tackle it head-on. |
| Tendency to Transform | I am great at turning problems into opportunities. |
| I can spot a good opportunity long before others can |
| I like to overcome every obstacle to my ideas head-on. |
| If I believe in an idea, no obstacle will prevent me from making it happen. |
| No matter what the odds, if I believe in something, I will make it happen |
| I excel at identifying opportunities. |
| Wherever I was, I have been a powerful source for constructive change. |
| I feel driven to make a difference in my community and maybe the world. |
| Switching Intention | I will join another team over the next two weeks when my idea is not accepted. |
| I plan to discontinue membership for this team in the next two weeks when my idea is not accepted. |
| I intend to leave my current team for another team in the next two weeks when my idea is not accepted. |
| My chances of moving to another team are high when my idea is not accepted. |
| I considered downgrading my current team involvement and taking it to another team when my idea was not accepted. |
| Performance Rating | I can make changes in the team. |
| I always manage to make changes in the team. |
| I am considered a good team member. |
| My actions match what my friends expect. |

| No responden | RC Group | PP Tend to | Group Interaction (GI) | | Switching Intention (SI) | | Performance Rating (PR) | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 1 | 0 | | 1 | | 4 | | 2 |
| 2 | 1 | 0 | | 1 | | 4.4 | | 2 |
| 3 | 1 | 1 | | 2 | | 5 | | 3.75 |
| 4 | 1 | 1 | | 2 | | 3.2 | | 3.5 |
| 5 | 0 | 1 | | 4 | | 3.2 | | 4.5 |
| 6 | 0 | 0 | | 3 | | 3.4 | | 1.75 |
| 7 | 0 | 1 | | 4 | | 3.4 | | 4.25 |
| 8 | 1 | 0 | | 1 | | 4.6 | | 2.75 |
| 9 | 0 | 1 | | 4 | | 2.6 | | 4 |
| 10 | 0 | 0 | | 3 | | 2.8 | | 1.75 |
| 11 | 0 | 0 | | 3 | | 3.6 | | 2.25 |
| 12 | 1 | 1 | | 2 | | 3.2 | | 4.25 |
| 13 | 1 | 1 | | 2 | | 3.4 | | 3.5 |
| 14 | 0 | 0 | | 3 | | 3.2 | | 1.5 |
| 15 | 0 | 1 | | 4 | | 3 | | 4.25 |
| 16 | 0 | 1 | | 4 | | 3.2 | | 4 |
| 17 | 1 | 0 | | 1 | | 3.6 | | 2 |
| 18 | 0 | 0 | | 3 | | 3 | | 2 |
| 19 | 1 | 0 | | 1 | | 4.4 | | 1.5 |
| 20 | 0 | 1 | | 4 | | 3.8 | | 3.75 |
| 21 | 0 | 1 | | 4 | | 2 | | 4 |
| 22 | 0 | 0 | | 3 | | 2.4 | | 2.5 |
| 23 | 1 | 1 | | 2 | | 4 | | 4.25 |
| 24 | 0 | 1 | | 4 | | 1.8 | | 4 |
| 25 | 0 | 0 | | 3 | | 2.8 | | 2.25 |
| 26 | 1 | 1 | | 2 | | 4 | | 3.75 |
| 27 | 0 | 0 | | 3 | | 3 | | 2.25 |
| 28 | 0 | 1 | | 4 | | 3 | | 4 |
| 29 | 1 | 0 | | 3 | | 4 | | 2.25 |
| 30 | 0 | 1 | | 4 | | 3.2 | | 3.75 |
| 31 | 0 | 1 | | 4 | | 3.2 | | 3.75 |
| 32 | 1 | 0 | | 1 | | 4.8 | | 1 |
| 33 | 1 | 0 | | 1 | | 4 | | 2 |
| 34 | 0 | 0 | | 3 | | 3 | | 1.75 |
| 35 | 1 | 0 | | 1 | | 4.4 | | 2.25 |
| 36 | 0 | 1 | | 4 | | 2.2 | | 3.75 |
| 37 | 0 | 0 | | 3 | | 2.8 | | 2 |
| 38 | 0 | 0 | | 3 | | 2 | | 1.75 |
| 39 | 1 | 1 | | 2 | | 3.2 | | 4 |
| 40 | 1 | 0 | | 1 | | 5 | | 1.5 |
| 41 | 1 | 0 | | 1 | | 3.8 | | 2 |
| 42 | 1 | 1 | | 2 | | 3.8 | | 3.75 |
| 43 | 1 | 1 | | 2 | | 4.2 | | 3.75 |
| 44 | 0 | 0 | | 3 | | 3 | | 2 |
| 45 | 0 | 1 | | 4 | | 3 | | 4 |
| 46 | 0 | 0 | | 3 | | 2.6 | | 2.25 |
| 47 | 1 | 0 | | 2 | | 5 | | 1 |
| 48 | 0 | 0 | | 3 | | 4 | | 1.5 |
| 49 | 0 | 1 | | 4 | | 3.4 | | 4 |
| 50 | 1 | 0 | | 1 | | 4 | | 2 |
| 51 | 0 | 1 | | 4 | | 3.2 | | 4 |
| 52 | 1 | 0 | | 2 | | 4 | | 2.5 |
| 53 | 1 | 0 | | 1 | | 3.8 | | 1.25 |
| 54 | 0 | 0 | | 3 | | 3.2 | | 2 |
| 55 | 1 | 1 | | 2 | | 3.4 | | 4.25 |
| 56 | 0 | 1 | | 4 | | 2.8 | | 4.25 |
| 57 | 1 | 1 | | 2 | | 3.8 | | 4 |
| 58 | 0 | 0 | | 3 | | 3 | | 2 |
| 59 | 1 | 1 | | 2 | | 4 | | 4 |
| 60 | 1 | 0 | | 2 | | 3.6 | | 1.5 |
| 61 | 0 | 1 | | 4 | | 3.6 | | 4 |
| 62 | 1 | 0 | | 1 | | 4.2 | | 2 |
| 63 | 0 | 1 | | 4 | | 3 | | 4 |
| 64 | 0 | 0 | | 3 | | 3.6 | | 1 |
| 65 | 0 | 1 | | 4 | | 1.2 | | 4.25 |
| 66 | 1 | 0 | | 1 | | 3.4 | | 2.25 |

The RC group is a set of answers related to role conflict. This group is determined by comparing the average of respondents' answers with the overall average of answers. Subsequently, the average of the respondents is compared to the overall average. If the respondents' average is greater than the overall average, it is coded as 1; otherwise, it is coded as 0. Code 1 indicates high role conflict, while code 0 indicates low role conflict.

PP tend to be the inclination of proactive personality, whether it falls into the transform or confront personality category. This categorization is obtained by comparing their average magnitudes. Code 1 is assigned to the average with a greater magnitude of transform than confront, while code 0 is assigned to the average with a greater magnitude of confrontation compared to transformation.

GI represents the interaction cells of the RC group compared to the PP tend to. The description of interaction cells has been elucidated in the research methodology.

SI and PR are averages. These values are not compared to anything as a consequence of their independent variable.