Table S1. Descriptive statistics and participant characteristics

	Variable	Mean	S.D.	Minimum	Maximum	N
1	Functional heterogeneity[3]	.64	.32	.0	.93	100
2	Team cohesion[1]	3.97	.41	2.80	4.70	100
3	Team innovation[2]	3.32	.73	1.33	5.00	100
4	Team size	18	10	6	51	100
5	Female (dummy: yes)[1]	.86		0	1	885
6	Age in years[1]	42	11	21	65	879
7	Female (dummy: yes)[2]	.77		0	1	
8	Age in years[2]	47	8	31	63	75

[1] Professionals; [2] Supervisors; [3] Administrative data