

Appendix 15 – Two Retained Second-order Factors

| Second Order | | | | | | | |
|---|--|---|--|-----------------------------|--------------------|-------|--|
| Factor Analysis | | | | % Variance Explained | Reliability | | |
| NOTE: | The Following Factor Was Excluded: | | | | | | |
| | Factor 10 (0.586), 7 (0.599), 3 (0.530) - Low MSA | | | | | | |
| Factor | One | Q36 Q37 Q39 Q30 Q16 Q32 iQ1 Q24 Q11 Q31 Q43 Q7 | | | 37.666 | 0.690 | Challenge with focus in the leadership role |
| | Two* | Q17 Q12 Q18 Q35 Q34 Q40 Q20 Q22 Q23 Q15 Q21 Q3 iQ41 iQ2 | | | 14.339 | 0.768 | |
| Cumulative % Of Total Variance Explained | | | | 52.005 | | | |

NOTE: * Questions Were Inverted

