

## Appendix 21

### Second-order Factor 1 : Challenge with Focus in the Leadership Role

#### Factor One

Reliability Statistics	
Cronbach's Alpha	N of Items
.690	12

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q36	37.53	46.973	.412	.656
Q37	37.07	50.325	.381	.664
Q39	36.64	51.845	.219	.686
Q30	37.08	46.104	.498	.641
Q16	36.94	49.389	.370	.664
Q32	37.15	48.841	.420	.656
iQ1	38.35	54.113	.182	.688
Q24	36.85	50.649	.261	.681
Q11	36.84	50.440	.294	.675
Q31	37.87	51.010	.332	.670
Q43	37.55	50.385	.254	.683
Q7	37.01	50.340	.277	.678

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
40.62	57.911	7.610	12