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Graduate Attributes and the Professionalisation of Australian Paramedics: An Empirical Study

Volume II

Submitted by

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Appendix D: Length of Employment (Section 2 – Post Hoc Results)

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) length in Current Role	(J) length in Current Role	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Recognised as a profession	1-5 yrs Years	6-10 Years	.098	.049	.435	-.05	.24
		11-15 Years	.016	.057	1.000	-.15	.18
		16-20 Years	.019	.064	1.000	-.17	.21
		21-25 Years	.340 [*]	.105	.021	.03	.65
		26-30 Years	.007	.100	1.000	-.29	.30
		>30 Years	-.038	.117	1.000	-.38	.31
	6-10 Years	1-5 yrs Years	-.098	.049	.435	-.24	.05
		11-15 Years	-.081	.064	.865	-.27	.11
		16-20 Years	-.078	.070	.924	-.29	.13
		21-25 Years	.243	.109	.285	-.08	.57
		26-30 Years	-.090	.105	.978	-.40	.22
		>30 Years	-.135	.121	.923	-.49	.22
	11-15 Years	1-5 yrs Years	-.016	.057	1.000	-.18	.15
		6-10 Years	.081	.064	.865	-.11	.27
		16-20 Years	.003	.075	1.000	-.22	.23
		21-25 Years	.324	.113	.062	-.01	.66
		26-30 Years	-.009	.108	1.000	-.33	.31
		>30 Years	-.054	.124	.999	-.42	.31

	16-20 Years	1-5 yrs Years	-.019	.064	1.000	-.21	.17
		6-10 Years	.078	.070	.924	-.13	.29
		11-15 Years	-.003	.075	1.000	-.23	.22
		21-25 Years	.321	.116	.086	-.02	.66
		26-30 Years	-.012	.112	1.000	-.34	.32
		>30 Years	-.057	.127	.999	-.43	.32
	21-25 Years	1-5 yrs Years	-.340 ⁺	.105	.021	-.65	-.03
		6-10 Years	-.243	.109	.285	-.57	.08
		11-15 Years	-.324	.113	.062	-.66	.01
		16-20 Years	-.321	.116	.086	-.66	.02
		26-30 Years	-.333	.140	.208	-.75	.08
		>30 Years	-.378	.152	.168	-.83	.07
	26-30 Years	1-5 yrs Years	-.007	.100	1.000	-.30	.29
		6-10 Years	.090	.105	.978	-.22	.40
		11-15 Years	.009	.108	1.000	-.31	.33
		16-20 Years	.012	.112	1.000	-.32	.34
		21-25 Years	.333	.140	.208	-.08	.75
		>30 Years	-.045	.149	1.000	-.49	.40
	>30 Years	1-5 yrs Years	.038	.117	1.000	-.31	.38
		6-10 Years	.135	.121	.923	-.22	.49
		11-15 Years	.054	.124	.999	-.31	.42
		16-20 Years	.057	.127	.999	-.32	.43
		21-25 Years	.378	.152	.168	-.07	.83

			26-30 Years	.045	.149	1.000	-.40	.49
Exhibits characteristics of profession	1-5 yrs Years	6-10 Years	.165	.085	.453	-.09	.42	
		11-15 Years	.292 ⁺	.097	.042	.01	.58	
		16-20 Years	-.054	.109	.999	-.38	.27	
		21-25 Years	.486	.180	.100	-.05	1.02	
		26-30 Years	.622 ⁺	.172	.006	.11	1.13	
		>30 Years	-.239	.201	.898	-.83	.36	
		6-10 Years	1-5 yrs Years	-.165	.085	.453	-.42	.09
			11-15 Years	.127	.110	.909	-.20	.45
	16-20 Years		-.219	.121	.537	-.58	.14	
	21-25 Years		.321	.188	.607	-.23	.88	
	11-15 Years	26-30 Years	.457	.180	.146	-.07	.99	
		>30 Years	-.404	.208	.449	-1.02	.21	
1-5 yrs Years		6-10 Years	-.292 ⁺	.097	.042	-.58	-.01	
		16-20 Years	-.127	.110	.909	-.45	.20	
		21-25 Years	-.347	.130	.105	-.73	.04	
		26-30 Years	.194	.193	.953	-.38	.77	
		>30 Years	.330	.186	.566	-.22	.88	
		16-20 Years	-.532	.213	.161	-1.16	.10	
		6-10 Years	1-5 yrs Years	.054	.109	.999	-.27	.38
			11-15 Years	.219	.121	.537	-.14	.58
21-25 Years			.347	.130	.105	-.04	.73	
			.541	.200	.098	-.05	1.13	

		26-30 Years	.677 ⁺	.193	.008	.11	1.25
		>30 Years	-.185	.219	.980	-.83	.46
	21-25 Years	1-5 yrs Years	-.486	.180	.100	-1.02	.05
		6-10 Years	-.321	.188	.607	-.88	.23
		11-15 Years	-.194	.193	.953	-.77	.38
		16-20 Years	-.541	.200	.098	-1.13	.05
		26-30 Years	.136	.240	.998	-.57	.85
		>30 Years	-.726	.262	.082	-1.50	.05
	26-30 Years	1-5 yrs Years	-.622 ⁺	.172	.006	-1.13	-.11
		6-10 Years	-.457	.180	.146	-.99	.07
		11-15 Years	-.330	.186	.566	-.88	.22
		16-20 Years	-.677 ⁺	.193	.008	-1.25	-.11
		21-25 Years	-.136	.240	.998	-.85	.57
		>30 Years	-.861 ⁺	.256	.014	-1.62	-.10
	>30 Years	1-5 yrs Years	.239	.201	.898	-.36	.83
		6-10 Years	.404	.208	.449	-.21	1.02
		11-15 Years	.532	.213	.161	-.10	1.16
		16-20 Years	.185	.219	.980	-.46	.83
		21-25 Years	.726	.262	.082	-.05	1.50
		26-30 Years	.861 ⁺	.256	.014	.10	1.62
Unique body of knowledge	1-5 yrs Years	6-10 Years 11-15 Years	.150 .368 ⁺	.076 .087	.435 .001	-.07 .11	.37 .62
		16-20 Years	-.227	.098	.236	-.52	.06
		21-25 Years	.130	.161	.985	-.35	.61

		26-30 Years	.214	.154	.810	-.24	.67
		>30 Years	.157	.180	.977	-.38	.69
6-10 Years	1-5 yrs Years		-.150	.076	.435	-.37	.07
	11-15 Years		.218	.098	.287	-.07	.51
	16-20 Years		-.376 ⁺	.108	.009	-.70	-.06
	21-25 Years		-.020	.168	1.000	-.52	.48
	26-30 Years		.064	.161	1.000	-.41	.54
		>30 Years	.007	.186	1.000	-.54	.56
11-15 Years	1-5 yrs Years		-.368 ⁺	.087	.001	-.62	-.11
	6-10 Years		-.218	.098	.287	-.51	.07
	16-20 Years		-.594 ⁺	.116	.000	-.94	-.25
	21-25 Years		-.238	.173	.815	-.75	.27
	26-30 Years		-.154	.166	.968	-.65	.34
		>30 Years	-.211	.190	.926	-.77	.35
16-20 Years	1-5 yrs Years		.227	.098	.236	-.06	.52
	6-10 Years		.376 ⁺	.108	.009	.06	.70
	11-15 Years		.594 ⁺	.116	.000	.25	.94
	21-25 Years		.356	.179	.419	-.17	.88
	26-30 Years		.440	.172	.141	-.07	.95
		>30 Years	.383	.196	.441	-.19	.96
21-25 Years	1-5 yrs Years		-.130	.161	.985	-.61	.35
	6-10 Years		.020	.168	1.000	-.48	.52
	11-15 Years		.238	.173	.815	-.27	.75
	16-20 Years		-.356	.179	.419	-.88	.17
	>30 Years						

	26-30 Years		.084	.215	1.000	-.55	.72
	>30 Years		.027	.234	1.000	-.66	.72
26-30 Years	1-5 yrs		-.214	.154	.810	-.67	.24
	6-10 Years		-.064	.161	1.000	-.54	.41
	11-15 Years		.154	.166	.968	-.34	.65
	16-20 Years		-.440	.172	.141	-.95	.07
	21-25 Years		-.084	.215	1.000	-.72	.55
	>30 Years		-.057	.229	1.000	-.73	.62
>30 Years	1-5 yrs		-.157	.180	.977	-.69	.38
	6-10 Years		-.007	.186	1.000	-.56	.54
	11-15 Years		.211	.190	.926	-.35	.77
	16-20 Years		-.383	.196	.441	-.96	.19
	21-25 Years		-.027	.234	1.000	-.72	.66
	26-30 Years		.057	.229	1.000	-.62	.73
Clinical autonomy	1-5 yrs	6-10 Years	.003	.086	1.000	-.25	.26
	Years	11-15 Years	.362 ⁺	.098	.005	.07	.65
		16-20 Years	.187	.110	.621	-.14	.51
		21-25 Years	.856 ⁺	.182	.000	.32	1.40
		26-30 Years	.015	.174	1.000	-.50	.53
		>30 Years	.456	.203	.275	-.15	1.06
	6-10 Years	1-5 yrs	-.003	.086	1.000	-.26	.25
		11-15 Years	.359 ⁺	.111	.022	.03	.69
		16-20 Years	.184	.122	.739	-.18	.55
		21-25 Years	.853 ⁺	.190	.000	.29	1.41

	26-30 Years	.013	.182	1.000	-.53	.55
	>30 Years	.453	.210	.320	-.17	1.07
11-15 Years	1-5 yrs Years	-.362 ⁺	.098	.005	-.65	-.07
	6-10 Years	-.359 ⁺	.111	.022	-.69	-.03
	16-20 Years	-.175	.131	.836	-.56	.21
	21-25 Years	.494	.196	.151	-.08	1.07
	26-30 Years	-.347	.188	.519	-.90	.21
	>30 Years	.094	.215	.999	-.54	.73
16-20 Years	1-5 yrs Years	-.187	.110	.621	-.51	.14
	6-10 Years	-.184	.122	.739	-.55	.18
	11-15 Years	.175	.131	.836	-.21	.56
	21-25 Years	.669 ⁺	.202	.017	.07	1.27
	26-30 Years	-.172	.195	.975	-.75	.40
	>30 Years	.269	.221	.889	-.39	.92
21-25 Years	1-5 yrs Years	-.856 ⁺	.182	.000	-1.40	-.32
	6-10 Years	-.853 ⁺	.190	.000	-1.41	-.29
	11-15 Years	-.494	.196	.151	-1.07	.08
	16-20 Years	-.669 ⁺	.202	.017	-1.27	-.07
	26-30 Years	-.841 ⁺	.243	.010	-1.56	-.12
	>30 Years	-.400	.265	.737	-1.18	.38
26-30 Years	1-5 yrs Years	-.015	.174	1.000	-.53	.50
	6-10 Years	-.013	.182	1.000	-.55	.53
	11-15 Years	.347	.188	.519	-.21	.90
	16-20 Years	.172	.195	.975	-.40	.75

		21-25 Years	.841 ⁺	.243	.010	.12	1.56
		>30 Years	.440	.259	.617	-.33	1.21
	>30 Years	1-5 yrs Years	-.456	.203	.275	-1.06	.15
		6-10 Years	-.453	.210	.320	-1.07	.17
		11-15 Years	-.094	.215	.999	-.73	.54
		16-20 Years	-.269	.221	.889	-.92	.39
		21-25 Years	.400	.265	.737	-.38	1.18
		26-30 Years	-.440	.259	.617	-1.21	.33
Registration with two years	1-5 yrs	6-10 Years	.394 ⁺	.092	.000	.12	.67
	Years	11-15 Years	.396 ⁺	.105	.003	.09	.71
		16-20 Years	.564 ⁺	.118	.000	.22	.91
		21-25 Years	.653 ⁺	.195	.014	.08	1.23
		26-30 Years	.073	.186	1.000	-.48	.62
		>30 Years	.527	.217	.187	-.11	1.17
	6-10 Years	1-5 yrs Years	-.394 ⁺	.092	.000	-.67	-.12
		11-15 Years	.002	.118	1.000	-.35	.35
		16-20 Years	.170	.130	.849	-.21	.55
		21-25 Years	.259	.202	.861	-.34	.86
		26-30 Years	-.321	.194	.647	-.89	.25
		>30 Years	.133	.224	.997	-.53	.79
	11-15 Years	1-5 yrs Years	-.396 ⁺	.105	.003	-.71	-.09
		6-10 Years	-.002	.118	1.000	-.35	.35
		16-20 Years	.168	.140	.892	-.24	.58
		21-25 Years	.257	.209	.881	-.36	.87

	26-30 Years		-.323	.200	.676	-.92	.27
	>30 Years		.131	.230	.998	-.55	.81
16-20 Years	1-5 yrs Years		-.564 ⁺	.118	.000	-.91	-.22
	6-10 Years		-.170	.130	.849	-.55	.21
	11-15 Years		-.168	.140	.892	-.58	.24
	21-25 Years		.089	.215	1.000	-.55	.73
	26-30 Years		-.491	.208	.215	-1.10	.12
	>30 Years		-.037	.236	1.000	-.73	.66
21-25 Years	1-5 yrs Years		-.653 ⁺	.195	.014	-1.23	-.08
	6-10 Years		-.259	.202	.861	-.86	.34
	11-15 Years		-.257	.209	.881	-.87	.36
	16-20 Years		-.089	.215	1.000	-.73	.55
	26-30 Years		-.580	.259	.276	-1.35	.19
	>30 Years		-.126	.282	.999	-.96	.71
26-30 Years	1-5 yrs Years		-.073	.186	1.000	-.62	.48
	6-10 Years		.321	.194	.647	-.25	.89
	11-15 Years		.323	.200	.676	-.27	.92
	16-20 Years		.491	.208	.215	-.12	1.10
	21-25 Years		.580	.259	.276	-.19	1.35
	>30 Years		.454	.276	.654	-.36	1.27
>30 Years	1-5 yrs Years		-.527	.217	.187	-1.17	.11
	6-10 Years		-.133	.224	.997	-.79	.53
	11-15 Years		-.131	.230	.998	-.81	.55
	16-20 Years		.037	.236	1.000	-.66	.73

		21-25 Years	.126	.282	.999	-.71	.96
		26-30 Years	-.454	.276	.654	-1.27	.36
Alignment with Nursing	1-5 yrs Years	6-10 Years	.307	.105	.056	.00	.62
		11-15 Years	.203	.120	.625	-.15	.56
		16-20 Years	.130	.136	.962	-.27	.53
		21-25 Years	.952 ⁺	.224	.000	.29	1.61
		26-30 Years	-.059	.214	1.000	-.69	.57
		>30 Years	-.235	.249	.965	-.97	.50
	6-10 Years	1-5 yrs Years	-.307	.105	.056	-.62	.00
		11-15 Years	-.104	.136	.988	-.51	.30
		16-20 Years	-.177	.150	.901	-.62	.27
		21-25 Years	.645	.233	.083	-.04	1.33
		26-30 Years	-.366	.223	.656	-1.03	.29
		>30 Years	-.543	.257	.349	-1.30	.22
	11-15 Years	1-5 yrs Years	-.203	.120	.625	-.56	.15
		6-10 Years	.104	.136	.988	-.30	.51
		16-20 Years	-.073	.161	.999	-.55	.40
		21-25 Years	.749 ⁺	.240	.030	.04	1.46
		26-30 Years	-.262	.231	.917	-.94	.42
		>30 Years	-.438	.264	.643	-1.22	.34
	16-20 Years	1-5 yrs Years	-.130	.136	.962	-.53	.27
		6-10 Years	.177	.150	.901	-.27	.62
		11-15 Years	.073	.161	.999	-.40	.55
		21-25 Years	.822 ⁺	.248	.016	.09	1.55

		26-30 Years					
		>30 Years					
21-25 Years	1-5 yrs Years						
	6-10 Years						
	11-15 Years						
	16-20 Years						
	26-30 Years						
	>30 Years						
26-30 Years	1-5 yrs Years						
	6-10 Years						
	11-15 Years						
	16-20 Years						
	21-25 Years						
	>30 Years						
>30 Years	1-5 yrs Years						
	6-10 Years						
	11-15 Years						
	16-20 Years						
	21-25 Years						
	26-30 Years						
Alignment with Medicine	1-5 yrs Years						
	6-10 Years						
	11-15 Years						
	16-20 Years						
	21-25 Years						

		26-30 Years	-.236	.212	.925	-.86	.39
		>30 Years	-.555	.248	.274	-1.29	.18
6-10 Years	1-5 yrs Years	11-15 Years	-.133	.105	.865	-.44	.18
		16-20 Years	.127	.135	.966	-.27	.53
		21-25 Years	.005	.149	1.000	-.43	.44
		26-30 Years	-.224	.231	.961	-.91	.46
		>30 Years	-.369	.222	.639	-1.02	.29
11-15 Years	1-5 yrs Years	6-10 Years	-.688	.256	.101	-1.44	.07
		16-20 Years	-.260	.120	.310	-.61	.09
		21-25 Years	-.127	.135	.966	-.53	.27
		26-30 Years	-.122	.160	.988	-.59	.35
		>30 Years	-.351	.238	.761	-1.05	.35
16-20 Years	1-5 yrs Years	6-10 Years	-.496	.229	.315	-1.17	.18
		11-15 Years	-.815 ⁺	.262	.032	-1.59	-.04
		16-20 Years	-.138	.135	.948	-.54	.26
		21-25 Years	-.005	.149	1.000	-.44	.43
		26-30 Years	.122	.160	.988	-.35	.59
21-25 Years	1-5 yrs Years	6-10 Years	-.228	.246	.968	-.96	.50
		11-15 Years	-.374	.237	.697	-1.07	.33
		16-20 Years	-.693	.269	.135	-1.49	.10
		21-25 Years	.091	.222	1.000	-.57	.75
		26-30 Years	.224	.231	.961	-.46	.91
		>30 Years	.351	.238	.761	-.35	1.05
		1-5 yrs Years	.228	.246	.968	-.50	.96
		6-10 Years					

			26-30 Years		-.145	.296	.999	-1.02	.73
			>30 Years		-.465	.322	.778	-1.42	.49
	26-30 Years	1-5 yrs Years			.236	.212	.925	-.39	.86
		6-10 Years			.369	.222	.639	-.29	1.02
		11-15 Years			.496	.229	.315	-.18	1.17
		16-20 Years			.374	.237	.697	-.33	1.07
		21-25 Years			.145	.296	.999	-.73	1.02
		>30 Years			-.319	.315	.951	-1.25	.61
	>30 Years	1-5 yrs Years			.555	.248	.274	-.18	1.29
		6-10 Years			.688	.256	.101	-.07	1.44
		11-15 Years			.815 ⁺	.262	.032	.04	1.59
		16-20 Years			.693	.269	.135	-.10	1.49
		21-25 Years			.465	.322	.778	-.49	1.42
		26-30 Years			.319	.315	.951	-.61	1.25
Depends on Higher Education	1-5 yrs Years	6-10 Years			.186	.087	.332	-.07	.44
		11-15 Years			.043	.099	.999	-.25	.34
		16-20 Years			.288	.112	.136	-.04	.62
		21-25 Years			-.001	.185	1.000	-.55	.54
		26-30 Years			.099	.176	.998	-.42	.62
	>30 Years				.720 ⁺	.206	.009	.11	1.33
	6-10 Years	1-5 yrs Years			-.186	.087	.332	-.44	.07
		11-15 Years			-.142	.112	.867	-.47	.19
		16-20 Years			.102	.124	.983	-.26	.47
		Years							

		21-25 Years	-.187	.192	.960	-.75	.38
		26-30 Years	-.087	.184	.999	-.63	.46
		>30 Years	.534	.212	.155	-.09	1.16
	11-15 Years	1-5 yrs Years	-.043	.099	.999	-.34	.25
		6-10 Years	.142	.112	.867	-.19	.47
		16-20 Years	.244	.133	.520	-.15	.64
		21-25 Years	-.045	.198	1.000	-.63	.54
		26-30 Years	.056	.190	1.000	-.51	.62
		>30 Years	.677 ⁺	.218	.032	.03	1.32
	16-20 Years	1-5 yrs Years	-.288	.112	.136	-.62	.04
		6-10 Years	-.102	.124	.983	-.47	.26
		11-15 Years	-.244	.133	.520	-.64	.15
		21-25 Years	-.289	.204	.795	-.89	.32
		26-30 Years	-.189	.197	.963	-.77	.39
		>30 Years	.432	.224	.459	-.23	1.09
	21-25 Years	1-5 yrs Years	.001	.185	1.000	-.54	.55
		6-10 Years	.187	.192	.960	-.38	.75
		11-15 Years	.045	.198	1.000	-.54	.63
		16-20 Years	.289	.204	.795	-.32	.89
		26-30 Years	.100	.246	1.000	-.63	.83
		>30 Years	.721	.268	.101	-.07	1.51
	26-30 Years	1-5 yrs Years	-.099	.176	.998	-.62	.42
		6-10 Years	.087	.184	.999	-.46	.63
		11-15 Years	-.056	.190	1.000	-.62	.51

	16-20 Years	.189	.197	.963	-.39	.77
	21-25 Years	-.100	.246	1.000	-.83	.63
	>30 Years	.621	.262	.213	-.15	1.40
>30 Years	1-5 yrs Years	-.720*	.206	.009	-1.33	-.11
	6-10 Years	-.534	.212	.155	-1.16	.09
	11-15 Years	-.677*	.218	.032	-1.32	-.03
	16-20 Years	-.432	.224	.459	-1.09	.23
	21-25 Years	-.721	.268	.101	-1.51	.07
	26-30 Years	-.621	.262	.213	-1.40	.15

*. The mean difference is significant at the 0.05 level.

Appendix E: Gender (Section 3 – t-test Results)

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2- tailed)	Mean Differenc e	Std. Error Difference	Lower	Upper
Non-judgemental	Equal variances assumed	6.309	.012	-1.276	870	.202	-.053	.042	-.136	.029
	Equal variances not assumed			-1.355	428.376	.176	-.053	.039	-.131	.024
Enquiry and research	Equal variances assumed	10.446	.001	-3.524	870	.000	-.163	.046	-.254	-.072
	Equal variances not assumed			-3.749	430.014	.000	-.163	.044	-.249	-.078
Respectful	Equal variances assumed	18.098	.000	-2.156	870	.031	-.084	.039	-.160	-.007
	Equal variances not assumed			-2.317	438.718	.021	-.084	.036	-.154	-.013
Critical Thinking	Equal variances assumed	47.318	.000	-3.283	870	.001	-.118	.036	-.189	-.048
	Equal variances not assumed			-3.679	479.774	.000	-.118	.032	-.181	-.055
Trustworthy	Equal variances assumed	1.774	.183	-.656	870	.512	-.019	.029	-.077	.038
	Equal variances not assumed			-.671	397.959	.503	-.019	.029	-.076	.037
Literature and numerate	Equal variances assumed	6.735	.010	-1.475	870	.141	-.058	.039	-.135	.019

	Equal variances not assumed			-1.495	392.089	.136	-.058	.039	-.134	.018
Accountability	Equal variances assumed	94.934	.000	-4.606	870	.000	-.173	.038	-.247	-.099
	Equal variances not assumed			-5.439	541.426	.000	-.173	.032	-.236	-.111
Patients point of view	Equal variances assumed	3.815	.051	-.212	870	.832	-.009	.045	-.097	.078
	Equal variances not assumed			-.224	422.409	.823	-.009	.042	-.092	.074
Understand their role	Equal variances assumed	18.073	.000	-1.949	870	.052	-.074	.038	-.148	.001
	Equal variances not assumed			-2.018	407.810	.044	-.074	.036	-.145	-.002
Evidence based practice	Equal variances assumed	1.127	.289	-.919	870	.359	-.047	.051	-.147	.053
	Equal variances not assumed			-.913	378.384	.362	-.047	.051	-.148	.054
Responsible for actions	Equal variances assumed	10.056	.002	-1.738	870	.083	-.064	.037	-.136	.008
	Equal variances not assumed			-1.777	398.041	.076	-.064	.036	-.135	.007
Culturally sensitive	Equal variances assumed	16.128	.000	-3.359	870	.001	-.146	.043	-.231	-.061
	Equal variances not assumed			-3.520	417.304	.000	-.146	.041	-.228	-.064
Think critically	Equal variances assumed	43.476	.000	-3.258	870	.001	-.121	.037	-.193	-.048
	Equal variances not assumed			-3.471	431.165	.001	-.121	.035	-.189	-.052
Counselling skills	Equal variances assumed	1.683	.195	-1.725	870	.085	-.107	.062	-.229	.015
	Equal variances not assumed			-1.692	370.093	.091	-.107	.063	-.232	.017
Adaptable	Equal variances assumed	34.805	.000	-2.668	870	.008	-.101	.038	-.175	-.027
	Equal variances not assumed			-2.790	415.518	.006	-.101	.036	-.172	-.030
Good listener	Equal variances assumed	14.435	.000	-2.141	870	.033	-.089	.041	-.170	-.007
	Equal variances not assumed			-2.239	415.272	.026	-.089	.040	-.166	-.011
Self-development	Equal variances assumed	38.842	.000	-5.405	870	.000	-.247	.046	-.337	-.158
	Equal variances not assumed			-6.269	518.927	.000	-.247	.039	-.325	-.170
Interdisciplinary team	Equal variances assumed	5.559	.019	-1.663	870	.097	-.077	.046	-.167	.014

	Equal variances not assumed			-1.826	459.078	.068	-.077	.042	-.159	.006
Communication ICT	Equal variances assumed	.323	.570	-.816	870	.415	-.037	.045	-.125	.052
	Equal variances not assumed			-.815	381.383	.416	-.037	.045	-.125	.052
Leadership and mentoring	Equal variances assumed	1.423	.233	-1.607	870	.108	-.082	.051	-.182	.018
	Equal variances not assumed			-1.637	395.358	.102	-.082	.050	-.180	.016
Accept guidance	Equal variances assumed	3.074	.080	-1.587	870	.113	-.063	.040	-.142	.015
	Equal variances not assumed			-1.584	381.188	.114	-.063	.040	-.142	.015
Patients welfare	Equal variances assumed	5.354	.021	-.678	870	.498	-.029	.043	-.113	.055
	Equal variances not assumed			-.647	353.789	.518	-.029	.045	-.118	.059
Broader health system	Equal variances assumed	1.347	.246	-2.000	870	.046	-.087	.043	-.172	-.002
	Equal variances not assumed			-2.058	402.699	.040	-.087	.042	-.170	-.004
Value teamwork	Equal variances assumed	20.719	.000	-2.496	870	.013	-.098	.039	-.175	-.021
	Equal variances not assumed			-2.551	397.923	.011	-.098	.038	-.173	-.022
Code of ethics	Equal variances assumed	35.162	.000	-2.820	870	.005	-.108	.038	-.183	-.033
	Equal variances not assumed			-3.019	435.368	.003	-.108	.036	-.178	-.038
Ethical and legal boundaries	Equal variances assumed	36.689	.000	-2.931	870	.003	-.106	.036	-.176	-.035
	Equal variances not assumed			-3.031	406.711	.003	-.106	.035	-.174	-.037
Caring and empathic	Equal variances assumed	9.212	.002	-2.687	870	.007	-.110	.041	-.190	-.030
	Equal variances not assumed			-2.749	398.459	.006	-.110	.040	-.188	-.031
Self-directed	Equal variances assumed	2.079	.150	-3.113	870	.002	-.167	.054	-.273	-.062
	Equal variances not assumed			-3.403	454.507	.001	-.167	.049	-.264	-.071
Clinical competence	Equal variances assumed	13.621	.000	-1.863	870	.063	-.059	.032	-.122	.003
	Equal variances not assumed			-1.914	401.933	.056	-.059	.031	-.120	.002
High clinical status	Equal variances assumed	1.014	.314	-1.537	870	.125	-.102	.067	-.233	.028

	Equal variances not assumed			-1.495	365.149	.136	-.102	.068	-.237	.032
Population based care	Equal variances assumed	2.790	.095	-2.205	870	.028	-.135	.061	-.255	-.015
	Equal variances not assumed			-2.199	380.756	.029	-.135	.061	-.255	-.014
Committed to discipline	Equal variances assumed	1.624	.203	-.444	870	.657	-.023	.052	-.126	.079
	Equal variances not assumed			-.440	376.766	.660	-.023	.053	-.127	.081
Theoretical knowledge	Equal variances assumed	1.769	.184	-2.256	870	.024	-.098	.043	-.182	-.013
	Equal variances not assumed			-2.315	400.706	.021	-.098	.042	-.180	-.015
Continuous improvement	Equal variances assumed	1.578	.209	-1.189	870	.235	-.069	.058	-.183	.045
	Equal variances not assumed			-1.153	362.855	.250	-.069	.060	-.187	.049
Social responsibility	Equal variances assumed	1.336	.248	-1.360	870	.174	-.079	.058	-.192	.035
	Equal variances not assumed			-1.347	376.481	.179	-.079	.058	-.194	.036
Learn to help others	Equal variances assumed	1.034	.309	-1.042	870	.298	-.047	.045	-.136	.042
	Equal variances not assumed			-1.030	374.705	.304	-.047	.046	-.137	.043
Basic sciences	Equal variances assumed	1.968	.161	-1.034	870	.301	-.053	.051	-.153	.048
	Equal variances not assumed			-1.010	367.590	.313	-.053	.052	-.156	.050
Respond to changes	Equal variances assumed	6.602	.010	-.635	870	.525	-.031	.048	-.125	.064
	Equal variances not assumed			-.600	348.262	.549	-.031	.051	-.131	.070
Ongoing education	Equal variances assumed	.165	.684	-1.133	870	.258	-.054	.048	-.149	.040
	Equal variances not assumed			-1.165	402.453	.245	-.054	.047	-.146	.037
Independent team member	Equal variances assumed	3.540	.060	-1.046	870	.296	-.039	.038	-.113	.034
	Equal variances not assumed			-1.049	384.779	.295	-.039	.037	-.113	.034
Responsibility for quality care	Equal variances assumed	.325	.569	-.801	870	.424	-.037	.047	-.129	.054
	Equal variances not assumed			-.831	409.711	.406	-.037	.045	-.126	.051
Clinical reasoning	Equal variances assumed	34.775	.000	-2.798	870	.005	-.106	.038	-.180	-.032

	Equal variances not assumed			-2.858	397.542	.004	-.106	.037	-.179	-.033
Oral and written communication	Equal variances assumed	49.611	.000	-3.929	870	.000	-.153	.039	-.230	-.077
	Equal variances not assumed			-4.058	405.802	.000	-.153	.038	-.227	-.079
Preventative healthcare	Equal variances assumed	1.391	.239	-2.202	870	.028	-.145	.066	-.274	-.016
	Equal variances not assumed			-2.270	404.415	.024	-.145	.064	-.270	-.019
Recognise limitations	Equal variances assumed	.194	.660	-1.430	870	.153	-.062	.043	-.147	.023
	Equal variances not assumed			-1.402	369.757	.162	-.062	.044	-.149	.025
Extended scope	Equal variances assumed	5.524	.019	1.964	870	.050	.139	.071	.000	.278
	Equal variances not assumed			1.893	359.705	.059	.139	.073	-.005	.283
Use reflection	Equal variances assumed	13.915	.000	-2.136	870	.033	-.087	.041	-.167	-.007
	Equal variances not assumed			-2.223	411.846	.027	-.087	.039	-.164	-.010

Appendix F: Age Groups (Section 3 – Post Hoc Results)

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Non-judgemental	<20 Years	20-24 Years	.205	.282	.999	-.69	1.10
		25-29 Years	.244	.276	.997	-.63	1.12
		30-34 Years	.154	.276	1.000	-.72	1.03
		35-39 Years	.164	.273	1.000	-.70	1.03
		40-44 Years	.071	.273	1.000	-.79	.94
		45-49 Years	.188	.274	1.000	-.68	1.06
		50-54 Years	.140	.275	1.000	-.73	1.01
		55-59 Years	.068	.282	1.000	-.83	.96
		60-75 Years	.173	.290	1.000	-.75	1.09
		20-24 Years	-.205	.282	.999	-1.10	.69
		25-29 Years	.039	.101	1.000	-.28	.36
		30-34 Years	-.050	.099	1.000	-.37	.27
		35-39 Years	-.041	.091	1.000	-.33	.25
		40-44 Years	-.133	.091	.908	-.42	.16
		45-49 Years	-.017	.093	1.000	-.31	.28
		50-54 Years	-.064	.097	1.000	-.37	.24

		55-59 Years	-.136	.115	.974	-.50	.23
		60-75 Years	-.031	.133	1.000	-.45	.39
25-29 Years	<20 Years		-.244	.276	.997	-1.12	.63
	20-24 Years		-.039	.101	1.000	-.36	.28
	30-34 Years		-.089	.083	.987	-.35	.17
	35-39 Years		-.080	.073	.984	-.31	.15
	40-44 Years		-.172	.073	.350	-.40	.06
	45-49 Years		-.056	.076	.999	-.30	.18
	50-54 Years		-.103	.080	.955	-.36	.15
	55-59 Years		-.176	.101	.773	-.50	.14
	60-75 Years		-.071	.122	1.000	-.46	.31
30-34 Years	<20 Years		-.154	.276	1.000	-1.03	.72
	20-24 Years		.050	.099	1.000	-.27	.37
	25-29 Years		.089	.083	.987	-.17	.35
	35-39 Years		.009	.070	1.000	-.21	.23
	40-44 Years		-.083	.071	.976	-.31	.14
	45-49 Years		.033	.073	1.000	-.20	.27
	50-54 Years		-.014	.078	1.000	-.26	.23
	55-59 Years		-.086	.099	.997	-.40	.23
	60-75 Years		.019	.120	1.000	-.36	.40
35-39 Years <20 Years			-.164	.273	1.000	-1.03	.70

	20-24 Years	.041	.091	1.000	-.25	.33
	25-29 Years	.080	.073	.984	-.15	.31
	30-34 Years	-.009	.070	1.000	-.23	.21
	40-44 Years	-.092	.058	.856	-.28	.09
	45-49 Years	.024	.062	1.000	-.17	.22
	50-54 Years	-.023	.067	1.000	-.23	.19
	55-59 Years	-.096	.091	.989	-.38	.19
	60-75 Years	.009	.113	1.000	-.35	.37
	40-44 Years <20 Years	-.071	.273	1.000	-.94	.79
	20-24 Years	.133	.091	.908	-.16	.42
	25-29 Years	.172	.073	.350	-.06	.40
	30-34 Years	.083	.071	.976	-.14	.31
	35-39 Years	.092	.058	.856	-.09	.28
	45-49 Years	.117	.062	.685	-.08	.31
	50-54 Years	.069	.067	.990	-.14	.28
	55-59 Years	-.003	.091	1.000	-.29	.29
	60-75 Years	.102	.114	.997	-.26	.46
	45-49 Years <20 Years	-.188	.274	1.000	-1.06	.68
	20-24 Years	.017	.093	1.000	-.28	.31
	25-29 Years	.056	.076	.999	-.18	.30
	30-34 Years	-.033	.073	1.000	-.27	.20

	35-39 Years	-.024	.062	1.000	-.22	.17
	40-44 Years	-.117	.062	.685	-.31	.08
	50-54 Years	-.047	.070	1.000	-.27	.17
	55-59 Years	-.120	.093	.958	-.42	.18
	60-75 Years	-.015	.115	1.000	-.38	.35
	50-54 Years <20 Years	-.140	.275	1.000	-1.01	.73
	20-24 Years	.064	.097	1.000	-.24	.37
	25-29 Years	.103	.080	.955	-.15	.36
	30-34 Years	.014	.078	1.000	-.23	.26
	35-39 Years	.023	.067	1.000	-.19	.23
	40-44 Years	-.069	.067	.990	-.28	.14
	45-49 Years	.047	.070	1.000	-.17	.27
	55-59 Years	-.072	.097	.999	-.38	.23
	60-75 Years	.033	.118	1.000	-.34	.41
	55-59 Years <20 Years	-.068	.282	1.000	-.96	.83
	20-24 Years	.136	.115	.974	-.23	.50
	25-29 Years	.176	.101	.773	-.14	.50
	30-34 Years	.086	.099	.997	-.23	.40
	35-39 Years	.096	.091	.989	-.19	.38
	40-44 Years	.003	.091	1.000	-.29	.29
	45-49 Years	.120	.093	.958	-.18	.42

	50-54 Years	.072	.097	.999	-.23	.38
	60-75 Years	.105	.133	.999	-.32	.53
60-75 Years	<20 Years	-.173	.290	1.000	-1.09	.75
	20-24 Years	.031	.133	1.000	-.39	.45
	25-29 Years	.071	.122	1.000	-.31	.46
	30-34 Years	-.019	.120	1.000	-.40	.36
	35-39 Years	-.009	.113	1.000	-.37	.35
	40-44 Years	-.102	.114	.997	-.46	.26
	45-49 Years	.015	.115	1.000	-.35	.38
	50-54 Years	-.033	.118	1.000	-.41	.34
	55-59 Years	-.105	.133	.999	-.53	.32

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Enquiry and research	<20 Years	20-24 Years	.432	.308	.926	-.54	1.41
		25-29 Years	.170	.302	1.000	-.79	1.13
		30-34 Years	.233	.301	.999	-.72	1.19
		35-39 Years	.147	.298	1.000	-.80	1.09
		40-44 Years	.137	.298	1.000	-.81	1.08
		45-49 Years	.370	.299	.966	-.58	1.32

		50-54 Years	.502	.300	.810	-.45	1.45
		55-59 Years	.273	.308	.997	-.70	1.25
		60-75 Years	.327	.316	.990	-.68	1.33
20-24 Years	<20 Years		-.432	.308	.926	-1.41	.54
	25-29 Years		-.262	.110	.341	-.61	.09
	30-34 Years		-.199	.109	.715	-.54	.15
	35-39 Years		-.285	.099	.115	-.60	.03
	40-44 Years		-.295	.100	.092	-.61	.02
	45-49 Years		-.061	.102	1.000	-.39	.26
	50-54 Years		.071	.106	1.000	-.26	.41
	55-59 Years		-.159	.126	.961	-.56	.24
	60-75 Years		-.105	.146	.999	-.57	.36
	<20 Years		-.170	.302	1.000	-1.13	.79
	20-24 Years		.262	.110	.341	-.09	.61
	30-34 Years		.063	.090	1.000	-.22	.35
	35-39 Years		-.023	.079	1.000	-.27	.23
	40-44 Years		-.033	.080	1.000	-.29	.22
	45-49 Years		.201	.083	.308	-.06	.46
	50-54 Years		.333*	.087	.006	.06	.61
	55-59 Years		.103	.110	.995	-.25	.45
	60-75 Years		.157	.133	.975	-.26	.58

	30-34	<20 Years	-.233	.301	.999	-1.19	.72
	Years	20-24	.199	.109	.715	-.15	.54
		Years					
		25-29	-.063	.090	1.000	-.35	.22
		Years					
		35-39	-.087	.077	.982	-.33	.16
		Years					
		40-44	-.096	.077	.965	-.34	.15
		Years					
		45-49	.137	.080	.788	-.12	.39
		Years					
		50-54	.269*	.085	.050	.00	.54
		Years					
		55-59	.040	.109	1.000	-.30	.38
		Years					
		60-75	.094	.131	.999	-.32	.51
		Years					
	35-39	<20 Years	-.147	.298	1.000	-1.09	.80
	Years	20-24	.285	.099	.115	-.03	.60
		Years					
		25-29	.023	.079	1.000	-.23	.27
		Years					
		30-34	.087	.077	.982	-.16	.33
		Years					
		40-44	-.010	.064	1.000	-.21	.19
		Years					
		45-49	.224*	.067	.031	.01	.44
		Years					
		50-54	.356*	.073	.000	.13	.59
		Years					
		55-59	.126	.099	.960	-.19	.44
		Years					
		60-75	.180	.124	.908	-.21	.57
		Years					
	40-44	<20 Years	-.137	.298	1.000	-1.08	.81
	Years	20-24	.295	.100	.092	-.02	.61
		Years					
		25-29	.033	.080	1.000	-.22	.29
		Years					

		30-34 Years	.096	.077	.965	-.15	.34
		35-39 Years	.010	.064	1.000	-.19	.21
		45-49 Years	.234 [*]	.068	.021	.02	.45
		50-54 Years	.365 [*]	.073	.000	.13	.60
		55-59 Years	.136	.100	.938	-.18	.45
		60-75 Years	.190	.124	.879	-.20	.58
45-49 Years	<20 Years		-.370	.299	.966	-1.32	.58
	20-24 Years		.061	.102	1.000	-.26	.39
	25-29 Years		-.201	.083	.308	-.46	.06
	30-34 Years		-.137	.080	.788	-.39	.12
	35-39 Years		-.224 [*]	.067	.031	-.44	-.01
	40-44 Years		-.234 [*]	.068	.021	-.45	-.02
	50-54 Years		.132	.076	.780	-.11	.37
	55-59 Years		-.098	.102	.994	-.42	.23
	60-75 Years		-.044	.126	1.000	-.44	.36
50-54 Years	<20 Years		-.502	.300	.810	-1.45	.45
	20-24 Years		-.071	.106	1.000	-.41	.26
	25-29 Years		-.333 [*]	.087	.006	-.61	-.06
	30-34 Years		-.269 [*]	.085	.050	-.54	.00
	35-39 Years		-.356 [*]	.073	.000	-.59	-.13
	40-44 Years		-.365 [*]	.073	.000	-.60	-.13

	45-49 Years		-.132	.076	.780	-.37	.11
	55-59 Years		-.230	.106	.477	-.57	.11
	60-75 Years		-.175	.129	.939	-.58	.23
55-59 Years	<20 Years		-.273	.308	.997	-1.25	.70
	20-24 Years		.159	.126	.961	-.24	.56
	25-29 Years		-.103	.110	.995	-.45	.25
	30-34 Years		-.040	.109	1.000	-.38	.30
	35-39 Years		-.126	.099	.960	-.44	.19
	40-44 Years		-.136	.100	.938	-.45	.18
	45-49 Years		.098	.102	.994	-.23	.42
	50-54 Years		.230	.106	.477	-.11	.57
	60-75 Years		.054	.146	1.000	-.41	.52
60-75 Years	<20 Years		-.327	.316	.990	-1.33	.68
	20-24 Years		.105	.146	.999	-.36	.57
	25-29 Years		-.157	.133	.975	-.58	.26
	30-34 Years		-.094	.131	.999	-.51	.32
	35-39 Years		-.180	.124	.908	-.57	.21
	40-44 Years		-.190	.124	.879	-.58	.20
	45-49 Years		.044	.126	1.000	-.36	.44
	50-54 Years		.175	.129	.939	-.23	.58
	55-59 Years		-.054	.146	1.000	-.52	.41

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Respectful	<20 Years	20-24 Years	.023	.259	1.000	-.80	.84
		25-29 Years	.083	.254	1.000	-.72	.89
		30-34 Years	-.014	.253	1.000	-.82	.79
		35-39 Years	.124	.250	1.000	-.67	.92
		40-44 Years	-.006	.251	1.000	-.80	.79
		45-49 Years	.224	.251	.997	-.57	1.02
		50-54 Years	.083	.252	1.000	-.72	.88
		55-59 Years	.159	.259	1.000	-.66	.98
		60-75 Years	-.058	.266	1.000	-.90	.79
	20-24 Years	<20 Years	-.023	.259	1.000	-.84	.80
		25-29 Years	.061	.093	1.000	-.23	.35
		30-34 Years	-.037	.091	1.000	-.33	.25
		35-39 Years	.101	.084	.971	-.16	.37
		40-44 Years	-.029	.084	1.000	-.29	.24
		45-49 Years	.202	.086	.357	-.07	.47
		50-54 Years	.061	.089	1.000	-.22	.34
		55-59 Years	.136	.106	.956	-.20	.47
		60-75 Years	-.080	.123	1.000	-.47	.31
	25-29 Years	<20 Years	-.083	.254	1.000	-.89	.72
		20-24 Years	-.061	.093	1.000	-.35	.23
		30-34 Years	-.097	.076	.958	-.34	.14
		35-39 Years	.040	.067	1.000	-.17	.25
		40-44 Years	-.089	.067	.946	-.30	.12
		45-49 Years	.141	.069	.576	-.08	.36
		50-54 Years	.000	.073	1.000	-.23	.23
		55-59 Years	.076	.093	.998	-.22	.37
		60-75 Years	-.141	.112	.961	-.50	.21
	30-34 Years	<20 Years	.014	.253	1.000	-.79	.82
		20-24 Years	.037	.091	1.000	-.25	.33
		25-29 Years	.097	.076	.958	-.14	.34
		35-39 Years	.138	.065	.505	-.07	.34
		40-44 Years	.008	.065	1.000	-.20	.21

	45-49 Years	.238*	.067	.015	.02	.45
	50-54 Years	.097	.071	.938	-.13	.32
	55-59 Years	.173	.091	.671	-.12	.46
	60-75 Years	-.044	.110	1.000	-.39	.31
35-39 Years	<20 Years	-.124	.250	1.000	-.92	.67
	20-24 Years	-.101	.084	.971	-.37	.16
	25-29 Years	-.040	.067	1.000	-.25	.17
	30-34 Years	-.138	.065	.505	-.34	.07
	40-44 Years	-.130	.054	.316	-.30	.04
	45-49 Years	.101	.057	.746	-.08	.28
	50-54 Years	-.040	.061	1.000	-.23	.15
	55-59 Years	.036	.084	1.000	-.23	.30
	60-75 Years	-.181	.104	.772	-.51	.15
40-44 Years	<20 Years	.006	.251	1.000	-.79	.80
	20-24 Years	.029	.084	1.000	-.24	.29
	25-29 Years	.089	.067	.946	-.12	.30
	30-34 Years	-.008	.065	1.000	-.21	.20
	35-39 Years	.130	.054	.316	-.04	.30
	45-49 Years	.230*	.057	.002	.05	.41
	50-54 Years	.089	.062	.911	-.11	.28
	55-59 Years	.165	.084	.622	-.10	.43
	60-75 Years	-.052	.104	1.000	-.38	.28
45-49 Years	<20 Years	-.224	.251	.997	-1.02	.57
	20-24 Years	-.202	.086	.357	-.47	.07
	25-29 Years	-.141	.069	.576	-.36	.08
	30-34 Years	-.238*	.067	.015	-.45	-.02
	35-39 Years	-.101	.057	.746	-.28	.08
	40-44 Years	-.230*	.057	.002	-.41	-.05
	50-54 Years	-.141	.064	.460	-.34	.06
	55-59 Years	-.065	.086	.999	-.34	.21
	60-75 Years	-.282	.106	.190	-.62	.05
50-54 Years	<20 Years	-.083	.252	1.000	-.88	.72
	20-24 Years	-.061	.089	1.000	-.34	.22
	25-29 Years	.000	.073	1.000	-.23	.23
	30-34 Years	-.097	.071	.938	-.32	.13
	35-39 Years	.040	.061	1.000	-.15	.23
	40-44 Years	-.089	.062	.911	-.28	.11
	45-49 Years	.141	.064	.460	-.06	.34

	55-59 Years	.076	.089	.998	-.21	.36
	60-75 Years	-.141	.108	.954	-.49	.20
55-59 Years	<20 Years	-.159	.259	1.000	-.98	.66
	20-24 Years	-.136	.106	.956	-.47	.20
	25-29 Years	-.076	.093	.998	-.37	.22
	30-34 Years	-.173	.091	.671	-.46	.12
	35-39 Years	-.036	.084	1.000	-.30	.23
	40-44 Years	-.165	.084	.622	-.43	.10
	45-49 Years	.065	.086	.999	-.21	.34
	50-54 Years	-.076	.089	.998	-.36	.21
	60-75 Years	-.217	.123	.754	-.61	.17
60-75 Years	<20 Years	.058	.266	1.000	-.79	.90
	20-24 Years	.080	.123	1.000	-.31	.47
	25-29 Years	.141	.112	.961	-.21	.50
	30-34 Years	.044	.110	1.000	-.31	.39
	35-39 Years	.181	.104	.772	-.15	.51
	40-44 Years	.052	.104	1.000	-.28	.38
	45-49 Years	.282	.106	.190	-.05	.62
	50-54 Years	.141	.108	.954	-.20	.49
	55-59 Years	.217	.123	.754	-.17	.61

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Critical Thinking	<20 Years	20-24 Years	.068	.238	1.000	-.69	.82
		25-29 Years	-.077	.234	1.000	-.82	.66
		30-34 Years	-.081	.233	1.000	-.82	.66
		35-39 Years	-.009	.231	1.000	-.74	.72
		40-44 Years	-.089	.231	1.000	-.82	.64
		45-49 Years	.057	.231	1.000	-.68	.79

	50-54 Years	.207	.232	.997	-.53	.94
	55-59 Years	.182	.238	.999	-.57	.94
	60-75 Years	.212	.245	.997	-.57	.99
20-24 Years	<20 Years	-.068	.238	1.000	-.82	.69
	25-29 Years	-.145	.085	.795	-.42	.13
	30-34 Years	-.150	.084	.748	-.42	.12
	35-39 Years	-.077	.077	.992	-.32	.17
	40-44 Years	-.157	.077	.572	-.40	.09
	45-49 Years	-.012	.079	1.000	-.26	.24
	50-54 Years	.139	.082	.797	-.12	.40
	55-59 Years	.114	.097	.977	-.19	.42
	60-75 Years	.143	.113	.960	-.21	.50
25-29 Years	<20 Years	.077	.234	1.000	-.66	.82
	20-24 Years	.145	.085	.795	-.13	.42
	30-34 Years	-.004	.070	1.000	-.23	.22
	35-39 Years	.069	.061	.983	-.13	.26
	40-44 Years	-.012	.062	1.000	-.21	.18
	45-49 Years	.134	.064	.534	-.07	.34
	50-54 Years	.284 ⁺	.067	.001	.07	.50
	55-59 Years	.259	.085	.075	-.01	.53
	60-75 Years	.289	.103	.135	-.04	.61

30-34 Years	<20 Years	.081	.233	1.000	-.66	.82
	20-24	.150	.084	.748	-.12	.42
	Years					
	25-29	.004	.070	1.000	-.22	.23
	Years					
	35-39	.073	.059	.968	-.12	.26
	Years					
	40-44	-.008	.060	1.000	-.20	.18
	Years					
	45-49	.138	.062	.442	-.06	.33
	Years					
	50-54	.289 ⁺	.066	.001	.08	.50
	Years					
35-39 Years	55-59	.263	.084	.056	.00	.53
	Years					
	60-75	.293	.102	.112	-.03	.62
	Years					
	<20 Years	.009	.231	1.000	-.72	.74
	20-24	.077	.077	.992	-.17	.32
	Years					
	25-29	-.069	.061	.983	-.26	.13
	Years					
	30-34	-.073	.059	.968	-.26	.12
	Years					
	40-44	-.081	.049	.831	-.24	.08
	Years					
	45-49	.065	.052	.964	-.10	.23
40-44 Years	Years					
	50-54	.216 ⁺	.056	.005	.04	.39
	Years					
	55-59	.190	.077	.284	-.05	.43
	Years					
	60-75	.220	.096	.393	-.08	.52
	Years					
	<20 Years	.089	.231	1.000	-.64	.82
	20-24	.157	.077	.572	-.09	.40
	Years					
	25-29	.012	.062	1.000	-.18	.21
	Years					

		30-34 Years	.008	.060	1.000	-.18	.20
		35-39 Years	.081	.049	.831	-.08	.24
		45-49 Years	.146	.053	.146	-.02	.31
		50-54 Years	.296 ⁺	.057	.000	.12	.48
		55-59 Years	.271 ⁺	.077	.017	.03	.52
		60-75 Years	.301	.096	.057	.00	.61
45-49 Years	<20 Years		-.057	.231	1.000	-.79	.68
	20-24 Years		.012	.079	1.000	-.24	.26
	25-29 Years		-.134	.064	.534	-.34	.07
	30-34 Years		-.138	.062	.442	-.33	.06
	35-39 Years		-.065	.052	.964	-.23	.10
	40-44 Years		-.146	.053	.146	-.31	.02
	50-54 Years		.151	.059	.246	-.04	.34
	55-59 Years		.125	.079	.855	-.13	.38
	60-75 Years		.155	.098	.854	-.15	.46
50-54 Years	<20 Years		-.207	.232	.997	-.94	.53
	20-24 Years		-.139	.082	.797	-.40	.12
	25-29 Years		-.284 ⁺	.067	.001	-.50	-.07
	30-34 Years		-.289 ⁺	.066	.001	-.50	-.08
	35-39 Years		-.216 ⁺	.056	.005	-.39	-.04
	40-44 Years		-.296 ⁺	.057	.000	-.48	-.12

	45-49 Years	-.151	.059	.246	-.34	.04
	55-59 Years	-.025	.082	1.000	-.29	.23
	60-75 Years	.004	.100	1.000	-.31	.32
55-59 Years	<20 Years	-.182	.238	.999	-.94	.57
	20-24 Years	-.114	.097	.977	-.42	.19
	25-29 Years	-.259	.085	.075	-.53	.01
	30-34 Years	-.263	.084	.056	-.53	.00
	35-39 Years	-.190	.077	.284	-.43	.05
	40-44 Years	-.271 ⁺	.077	.017	-.52	-.03
	45-49 Years	-.125	.079	.855	-.38	.13
	50-54 Years	.025	.082	1.000	-.23	.29
	60-75 Years	.030	.113	1.000	-.33	.39
	<20 Years	-.212	.245	.997	-.99	.57
	20-24 Years	-.143	.113	.960	-.50	.21
	25-29 Years	-.289	.103	.135	-.61	.04
	30-34 Years	-.293	.102	.112	-.62	.03
	35-39 Years	-.220	.096	.393	-.52	.08
60-75 Years	40-44 Years	-.301	.096	.057	-.61	.00
	45-49 Years	-.155	.098	.854	-.46	.15
	50-54 Years	-.004	.100	1.000	-.32	.31
	55-59 Years	-.030	.113	1.000	-.39	.33

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Trustworthy	<20 Years	20-24 Years	.045	.197	1.000	-.58	.67
		25-29 Years	-.077	.193	1.000	-.69	.54
		30-34 Years	-.138	.193	.999	-.75	.47
		35-39 Years	-.072	.191	1.000	-.68	.53
		40-44 Years	-.107	.191	1.000	-.71	.50
		45-49 Years	-.053	.191	1.000	-.66	.55
		50-54 Years	-.098	.192	1.000	-.71	.51
		55-59 Years	-.068	.197	1.000	-.69	.56
		60-75 Years	-.019	.203	1.000	-.66	.62
	20-24 Years	<20 Years	-.045	.197	1.000	-.67	.58
		25-29 Years	-.123	.071	.775	-.35	.10
		30-34 Years	-.183	.070	.204	-.40	.04
		35-39 Years	-.117	.064	.708	-.32	.08
		40-44 Years	-.153	.064	.335	-.36	.05
		45-49 Years	-.098	.065	.891	-.31	.11
		50-54 Years	-.143	.068	.520	-.36	.07
		55-59 Years	-.114	.080	.924	-.37	.14
		60-75 Years	-.065	.093	1.000	-.36	.23
	25-29 Years	<20 Years	.077	.193	1.000	-.54	.69
		20-24 Years	.123	.071	.775	-.10	.35
		30-34 Years	-.060	.058	.989	-.24	.12
		35-39 Years	.005	.051	1.000	-.16	.17
		40-44 Years	-.030	.051	1.000	-.19	.13
		45-49 Years	.024	.053	1.000	-.14	.19
		50-54 Years	-.020	.056	1.000	-.20	.16
		55-59 Years	.009	.071	1.000	-.22	.23
		60-75 Years	.058	.085	1.000	-.21	.33
	30-34 Years	<20 Years	.138	.193	.999	-.47	.75
		20-24 Years	.183	.070	.204	-.04	.40
		25-29 Years	.060	.058	.989	-.12	.24
		35-39 Years	.066	.049	.945	-.09	.22
		40-44 Years	.030	.049	1.000	-.13	.19

	45-49 Years	.085	.051	.824	-.08	.25
	50-54 Years	.040	.054	.999	-.13	.21
	55-59 Years	.069	.070	.992	-.15	.29
	60-75 Years	.118	.084	.925	-.15	.39
35-39 Years	<20 Years	.072	.191	1.000	-.53	.68
	20-24 Years	.117	.064	.708	-.08	.32
	25-29 Years	-.005	.051	1.000	-.17	.16
	30-34 Years	-.066	.049	.945	-.22	.09
	40-44 Years	-.035	.041	.997	-.16	.09
	45-49 Years	.019	.043	1.000	-.12	.16
	50-54 Years	-.026	.047	1.000	-.17	.12
	55-59 Years	.004	.064	1.000	-.20	.21
	60-75 Years	.053	.079	1.000	-.20	.30
40-44 Years	<20 Years	.107	.191	1.000	-.50	.71
	20-24 Years	.153	.064	.335	-.05	.36
	25-29 Years	.030	.051	1.000	-.13	.19
	30-34 Years	-.030	.049	1.000	-.19	.13
	35-39 Years	.035	.041	.997	-.09	.16
	45-49 Years	.054	.043	.964	-.08	.19
	50-54 Years	.010	.047	1.000	-.14	.16
	55-59 Years	.039	.064	1.000	-.16	.24
	60-75 Years	.088	.080	.984	-.16	.34
45-49 Years	<20 Years	.053	.191	1.000	-.55	.66
	20-24 Years	.098	.065	.891	-.11	.31
	25-29 Years	-.024	.053	1.000	-.19	.14
	30-34 Years	-.085	.051	.824	-.25	.08
	35-39 Years	-.019	.043	1.000	-.16	.12
	40-44 Years	-.054	.043	.964	-.19	.08
	50-54 Years	-.045	.049	.996	-.20	.11
	55-59 Years	-.015	.065	1.000	-.22	.19
	60-75 Years	.034	.081	1.000	-.22	.29
50-54 Years	<20 Years	.098	.192	1.000	-.51	.71
	20-24 Years	.143	.068	.520	-.07	.36
	25-29 Years	.020	.056	1.000	-.16	.20
	30-34 Years	-.040	.054	.999	-.21	.13
	35-39 Years	.026	.047	1.000	-.12	.17
	40-44 Years	-.010	.047	1.000	-.16	.14
	45-49 Years	.045	.049	.996	-.11	.20

	55-59 Years	.029	.068	1.000	-.19	.24
	60-75 Years	.078	.083	.995	-.18	.34
55-59 Years	<20 Years	.068	.197	1.000	-.56	.69
	20-24 Years	.114	.080	.924	-.14	.37
	25-29 Years	-.009	.071	1.000	-.23	.22
	30-34 Years	-.069	.070	.992	-.29	.15
	35-39 Years	-.004	.064	1.000	-.21	.20
	40-44 Years	-.039	.064	1.000	-.24	.16
	45-49 Years	.015	.065	1.000	-.19	.22
	50-54 Years	-.029	.068	1.000	-.24	.19
	60-75 Years	.049	.093	1.000	-.25	.35
60-75 Years	<20 Years	.019	.203	1.000	-.62	.66
	20-24 Years	.065	.093	1.000	-.23	.36
	25-29 Years	-.058	.085	1.000	-.33	.21
	30-34 Years	-.118	.084	.925	-.39	.15
	35-39 Years	-.053	.079	1.000	-.30	.20
	40-44 Years	-.088	.080	.984	-.34	.16
	45-49 Years	-.034	.081	1.000	-.29	.22
	50-54 Years	-.078	.083	.995	-.34	.18
	55-59 Years	-.049	.093	1.000	-.35	.25

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Literature and numerate	<20 Years	20-24 Years	.182	.265	1.000	-.66	1.02
		25-29 Years	.096	.260	1.000	-.73	.92
		30-34 Years	.020	.259	1.000	-.80	.84
		35-39 Years	.060	.257	1.000	-.75	.87
		40-44 Years	.095	.257	1.000	-.72	.91
		45-49 Years	.071	.257	1.000	-.75	.89
		50-54 Years					

		50-54 Years	.121	.259	1.000	-.70	.94
		55-59 Years	.159	.265	1.000	-.68	1.00
		60-75 Years	.212	.273	.999	-.65	1.08
		20-24 Years	-.182	.265	1.000	-1.02	.66
		<20 Years	-.086	.095	.996	-.39	.22
		25-29 Years	-.162	.094	.776	-.46	.13
		30-34 Years	-.121	.086	.922	-.39	.15
		35-39 Years	-.087	.086	.992	-.36	.19
		40-44 Years	-.111	.088	.962	-.39	.17
		45-49 Years	-.060	.091	1.000	-.35	.23
		50-54 Years	-.023	.108	1.000	-.37	.32
		55-59 Years	.030	.126	1.000	-.37	.43
		60-75 Years	-.096	.260	1.000	-.92	.73
		25-29 Years	.086	.095	.996	-.22	.39
		20-24 Years	-.076	.078	.994	-.32	.17
		30-34 Years	-.035	.068	1.000	-.25	.18
		35-39 Years	.000	.069	1.000	-.22	.22
		40-44 Years	-.025	.071	1.000	-.25	.20
		45-49 Years	.026	.075	1.000	-.21	.26
		50-54 Years	.063	.095	1.000	-.24	.36
		55-59 Years	.116	.114	.992	-.25	.48
		60-75 Years					

	30-34	<20 Years	-.020	.259	1.000	-.84	.80
	Years	20-24	.162	.094	.776	-.13	.46
		Years					
		25-29	.076	.078	.994	-.17	.32
		Years					
		35-39	.041	.066	1.000	-.17	.25
		Years					
		40-44	.076	.067	.981	-.14	.29
		Years					
		45-49	.052	.069	.999	-.17	.27
		Years					
		50-54	.102	.073	.930	-.13	.33
		Years					
		55-59	.139	.094	.896	-.16	.44
		Years					
		60-75	.192	.113	.798	-.17	.55
		Years					
	35-39	<20 Years	-.060	.257	1.000	-.87	.75
	Years	20-24	.121	.086	.922	-.15	.39
		Years					
		25-29	.035	.068	1.000	-.18	.25
		Years					
		30-34	-.041	.066	1.000	-.25	.17
		Years					
		40-44	.035	.055	1.000	-.14	.21
		Years					
		45-49	.011	.058	1.000	-.17	.19
		Years					
		50-54	.061	.063	.994	-.14	.26
		Years					
		55-59	.099	.086	.979	-.17	.37
		Years					
		60-75	.151	.107	.922	-.19	.49
		Years					
	40-44	<20 Years	-.095	.257	1.000	-.91	.72
	Years	20-24	.087	.086	.992	-.19	.36
		Years					
		25-29	.000	.069	1.000	-.22	.22
		Years					

		30-34 Years		-.076	.067	.981	-.29	.14
		35-39 Years		-.035	.055	1.000	-.21	.14
		45-49 Years		-.024	.058	1.000	-.21	.16
		50-54 Years		.026	.063	1.000	-.17	.23
		55-59 Years		.064	.086	.999	-.21	.34
		60-75 Years		.116	.107	.986	-.22	.46
		45-49 Years	<20 Years	-.071	.257	1.000	-.89	.75
			20-24 Years	.111	.088	.962	-.17	.39
			25-29 Years	.025	.071	1.000	-.20	.25
			30-34 Years	-.052	.069	.999	-.27	.17
			35-39 Years	-.011	.058	1.000	-.19	.17
			40-44 Years	.024	.058	1.000	-.16	.21
			50-54 Years	.050	.066	.999	-.16	.26
			55-59 Years	.088	.088	.992	-.19	.37
			60-75 Years	.140	.109	.955	-.20	.48
		50-54 Years	<20 Years	-.121	.259	1.000	-.94	.70
			20-24 Years	.060	.091	1.000	-.23	.35
			25-29 Years	-.026	.075	1.000	-.26	.21
			30-34 Years	-.102	.073	.930	-.33	.13
			35-39 Years	-.061	.063	.994	-.26	.14
			40-44 Years	-.026	.063	1.000	-.23	.17

	45-49 Years		-.050	.066	.999	-.26	.16
	55-59 Years		.038	.091	1.000	-.25	.33
	60-75 Years		.090	.111	.998	-.26	.44
55-59 Years	<20 Years		-.159	.265	1.000	-1.00	.68
	20-24 Years		.023	.108	1.000	-.32	.37
	25-29 Years		-.063	.095	1.000	-.36	.24
	30-34 Years		-.139	.094	.896	-.44	.16
	35-39 Years		-.099	.086	.979	-.37	.17
	40-44 Years		-.064	.086	.999	-.34	.21
	45-49 Years		-.088	.088	.992	-.37	.19
	50-54 Years		-.038	.091	1.000	-.33	.25
	60-75 Years		.052	.126	1.000	-.35	.45
60-75 Years	<20 Years		-.212	.273	.999	-1.08	.65
	20-24 Years		-.030	.126	1.000	-.43	.37
	25-29 Years		-.116	.114	.992	-.48	.25
	30-34 Years		-.192	.113	.798	-.55	.17
	35-39 Years		-.151	.107	.922	-.49	.19
	40-44 Years		-.116	.107	.986	-.46	.22
	45-49 Years		-.140	.109	.955	-.48	.20
	50-54 Years		-.090	.111	.998	-.44	.26
	55-59 Years		-.052	.126	1.000	-.45	.35

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Accountability	<20 Years	20-24 Years	.091	.255	1.000	-.72	.90
		25-29 Years	-.015	.250	1.000	-.81	.78
		30-34 Years	-.070	.249	1.000	-.86	.72
		35-39 Years	.089	.247	1.000	-.69	.87
		40-44 Years	-.030	.247	1.000	-.81	.75
		45-49 Years	.086	.247	1.000	-.70	.87
		50-54 Years	.064	.248	1.000	-.72	.85
		55-59 Years	.091	.255	1.000	-.72	.90
		60-75 Years	.096	.262	1.000	-.73	.93
	20-24 Years	<20 Years	-.091	.255	1.000	-.90	.72
		25-29 Years	-.106	.091	.977	-.40	.18
		30-34 Years	-.161	.090	.740	-.45	.12
		35-39 Years	-.002	.082	1.000	-.26	.26
		40-44 Years	-.121	.083	.907	-.38	.14
		45-49 Years	-.005	.085	1.000	-.27	.26
		50-54 Years	-.027	.088	1.000	-.30	.25
		55-59 Years	.000	.104	1.000	-.33	.33
		60-75 Years	.005	.121	1.000	-.38	.39
	25-29 Years	<20 Years	.015	.250	1.000	-.78	.81
		20-24 Years	.106	.091	.977	-.18	.40
		30-34 Years	-.055	.075	.999	-.29	.18
		35-39 Years	.105	.066	.852	-.10	.31
		40-44 Years	-.014	.066	1.000	-.22	.19
		45-49 Years	.101	.068	.900	-.12	.32
		50-54 Years	.080	.072	.984	-.15	.31
		55-59 Years	.106	.091	.977	-.18	.40
		60-75 Years	.112	.110	.991	-.24	.46
	30-34 Years	<20 Years	.070	.249	1.000	-.72	.86
		20-24 Years	.161	.090	.740	-.12	.45
		25-29 Years	.055	.075	.999	-.18	.29
		35-39 Years	.159	.064	.267	-.04	.36
		40-44 Years	.040	.064	1.000	-.16	.24
		45-49 Years	.156	.066	.358	-.05	.37

	50-54 Years	.135	.070	.660	-.09	.36
	55-59 Years	.161	.090	.740	-.12	.45
	60-75 Years	.166	.109	.880	-.18	.51
35-39 Years	<20 Years	-.089	.247	1.000	-.87	.69
	20-24 Years	.002	.082	1.000	-.26	.26
	25-29 Years	-.105	.066	.852	-.31	.10
	30-34 Years	-.159	.064	.267	-.36	.04
	40-44 Years	-.119	.053	.422	-.29	.05
	45-49 Years	-.003	.056	1.000	-.18	.17
	50-54 Years	-.025	.060	1.000	-.22	.17
	55-59 Years	.002	.082	1.000	-.26	.26
	60-75 Years	.007	.103	1.000	-.32	.33
40-44 Years	<20 Years	.030	.247	1.000	-.75	.81
	20-24 Years	.121	.083	.907	-.14	.38
	25-29 Years	.014	.066	1.000	-.19	.22
	30-34 Years	-.040	.064	1.000	-.24	.16
	35-39 Years	.119	.053	.422	-.05	.29
	45-49 Years	.116	.056	.558	-.06	.29
	50-54 Years	.094	.061	.871	-.10	.29
	55-59 Years	.121	.083	.907	-.14	.38
	60-75 Years	.126	.103	.968	-.20	.45
45-49 Years	<20 Years	-.086	.247	1.000	-.87	.70
	20-24 Years	.005	.085	1.000	-.26	.27
	25-29 Years	-.101	.068	.900	-.32	.12
	30-34 Years	-.156	.066	.358	-.37	.05
	35-39 Years	.003	.056	1.000	-.17	.18
	40-44 Years	-.116	.056	.558	-.29	.06
	50-54 Years	-.021	.063	1.000	-.22	.18
	55-59 Years	.005	.085	1.000	-.26	.27
	60-75 Years	.010	.104	1.000	-.32	.34
50-54 Years	<20 Years	-.064	.248	1.000	-.85	.72
	20-24 Years	.027	.088	1.000	-.25	.30
	25-29 Years	-.080	.072	.984	-.31	.15
	30-34 Years	-.135	.070	.660	-.36	.09
	35-39 Years	.025	.060	1.000	-.17	.22
	40-44 Years	-.094	.061	.871	-.29	.10
	45-49 Years	.021	.063	1.000	-.18	.22
	55-59 Years	.027	.088	1.000	-.25	.30

	60-75 Years	.032	.107	1.000	-.31	.37
55-59 Years	<20 Years	-.091	.255	1.000	-.90	.72
	20-24 Years	.000	.104	1.000	-.33	.33
	25-29 Years	-.106	.091	.977	-.40	.18
	30-34 Years	-.161	.090	.740	-.45	.12
	35-39 Years	-.002	.082	1.000	-.26	.26
	40-44 Years	-.121	.083	.907	-.38	.14
	45-49 Years	-.005	.085	1.000	-.27	.26
	50-54 Years	-.027	.088	1.000	-.30	.25
	60-75 Years	.005	.121	1.000	-.38	.39
60-75 Years	<20 Years	-.096	.262	1.000	-.93	.73
	20-24 Years	-.005	.121	1.000	-.39	.38
	25-29 Years	-.112	.110	.991	-.46	.24
	30-34 Years	-.166	.109	.880	-.51	.18
	35-39 Years	-.007	.103	1.000	-.33	.32
	40-44 Years	-.126	.103	.968	-.45	.20
	45-49 Years	-.010	.104	1.000	-.34	.32
	50-54 Years	-.032	.107	1.000	-.37	.31
	55-59 Years	-.005	.121	1.000	-.39	.38

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Patients point of view	<20 Years	20-24 Years	.386	.298	.955	-.56	1.33
		25-29 Years	.306	.293	.989	-.62	1.23
		30-34 Years	.177	.292	1.000	-.75	1.10
		35-39 Years	.376	.289	.953	-.54	1.29
		40-44 Years	.220	.289	.999	-.70	1.14
		45-49 Years	.232	.290	.999	-.69	1.15
		50-54 Years	.226	.291	.999	-.70	1.15
		55-59 Years					

	55-59 Years	.250	.298	.998	-.70	1.20
	60-75 Years	.212	.307	1.000	-.76	1.18
20-24 Years	<20 Years	-.386	.298	.955	-1.33	.56
	25-29 Years	-.081	.107	.999	-.42	.26
	30-34 Years	-.209	.105	.607	-.54	.12
	35-39 Years	-.010	.096	1.000	-.32	.30
	40-44 Years	-.166	.097	.785	-.47	.14
	45-49 Years	-.155	.099	.866	-.47	.16
	50-54 Years	-.160	.103	.866	-.49	.17
	55-59 Years	-.136	.122	.983	-.52	.25
	60-75 Years	-.175	.141	.966	-.62	.27
	<20 Years	-.306	.293	.989	-1.23	.62
	20-24 Years	.081	.107	.999	-.26	.42
	30-34 Years	-.129	.088	.905	-.41	.15
25-29 Years	35-39 Years	.071	.077	.996	-.17	.31
	40-44 Years	-.085	.077	.984	-.33	.16
	45-49 Years	-.074	.080	.996	-.33	.18
	50-54 Years	-.079	.084	.995	-.35	.19
	55-59 Years	-.056	.107	1.000	-.39	.28
	60-75 Years	-.094	.129	.999	-.50	.31
	<20 Years	-.177	.292	1.000	-1.10	.75
	20-24 Years	.081	.107	.999	-.26	.42

	Years	20-24	.209	.105	.607	-.12	.54
		Years					
		25-29	.129	.088	.905	-.15	.41
		Years					
		35-39	.199	.074	.183	-.04	.44
		Years					
		40-44	.043	.075	1.000	-.19	.28
		Years					
		45-49	.055	.078	.999	-.19	.30
		Years					
		50-54	.049	.082	1.000	-.21	.31
		Years					
		55-59	.073	.105	1.000	-.26	.41
		Years					
		60-75	.035	.127	1.000	-.37	.44
		Years					
	Years	35-39 <20 Years	-.376	.289	.953	-1.29	.54
		20-24	.010	.096	1.000	-.30	.32
		Years					
		25-29	-.071	.077	.996	-.31	.17
		Years					
		30-34	-.199	.074	.183	-.44	.04
		Years					
		40-44	-.156	.062	.255	-.35	.04
		Years					
		45-49	-.145	.065	.445	-.35	.06
		Years					
		50-54	-.150	.071	.507	-.37	.07
		Years					
		55-59	-.126	.096	.951	-.43	.18
		Years					
		60-75	-.165	.120	.935	-.55	.22
		Years					
	Years	40-44 <20 Years	-.220	.289	.999	-1.14	.70
		20-24	.166	.097	.785	-.14	.47
		Years					
		25-29	.085	.077	.984	-.16	.33
		Years					
		30-34	-.043	.075	1.000	-.28	.19
		Years					

		35-39 Years	.156	.062	.255	-.04	.35
		45-49 Years	.012	.066	1.000	-.20	.22
		50-54 Years	.006	.071	1.000	-.22	.23
		55-59 Years	.030	.097	1.000	-.28	.34
		60-75 Years	-.009	.120	1.000	-.39	.37
		45-49 Years	-.232	.290	.999	-1.15	.69
		<20 Years					
		20-24 Years	.155	.099	.866	-.16	.47
		25-29 Years	.074	.080	.996	-.18	.33
		30-34 Years	-.055	.078	.999	-.30	.19
		35-39 Years	.145	.065	.445	-.06	.35
		40-44 Years	-.012	.066	1.000	-.22	.20
		50-54 Years	-.006	.074	1.000	-.24	.23
		55-59 Years	.018	.099	1.000	-.30	.33
		60-75 Years	-.020	.122	1.000	-.41	.37
		50-54 Years	-.226	.291	.999	-1.15	.70
		<20 Years					
		20-24 Years	.160	.103	.866	-.17	.49
		25-29 Years	.079	.084	.995	-.19	.35
		30-34 Years	-.049	.082	1.000	-.31	.21
		35-39 Years	.150	.071	.507	-.07	.37
		40-44 Years	-.006	.071	1.000	-.23	.22
		45-49 Years	.006	.074	1.000	-.23	.24

		55-59 Years	.024	.103	1.000	-.30	.35
		60-75 Years	-.015	.125	1.000	-.41	.38
55-59 Years	<20 Years		-.250	.298	.998	-1.20	.70
	20-24 Years		.136	.122	.983	-.25	.52
	25-29 Years		.056	.107	1.000	-.28	.39
	30-34 Years		-.073	.105	1.000	-.41	.26
	35-39 Years		.126	.096	.951	-.18	.43
	40-44 Years		-.030	.097	1.000	-.34	.28
	45-49 Years		-.018	.099	1.000	-.33	.30
	50-54 Years		-.024	.103	1.000	-.35	.30
	60-75 Years		-.038	.141	1.000	-.49	.41
60-75 Years	<20 Years		-.212	.307	1.000	-1.18	.76
	20-24 Years		.175	.141	.966	-.27	.62
	25-29 Years		.094	.129	.999	-.31	.50
	30-34 Years		-.035	.127	1.000	-.44	.37
	35-39 Years		.165	.120	.935	-.22	.55
	40-44 Years		.009	.120	1.000	-.37	.39
	45-49 Years		.020	.122	1.000	-.37	.41
	50-54 Years		.015	.125	1.000	-.38	.41
	55-59 Years		.038	.141	1.000	-.41	.49

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Understand their role	<20 Years	20-24 Years	.182	.253	.999	-.62	.98
		25-29 Years	.059	.248	1.000	-.73	.85
		30-34 Years	.087	.247	1.000	-.70	.87
		35-39 Years	.152	.245	1.000	-.62	.93
		40-44 Years	.054	.245	1.000	-.72	.83
		45-49 Years	.181	.246	.999	-.60	.96
		50-54 Years	-.012	.247	1.000	-.79	.77
		55-59 Years	.205	.253	.998	-.60	1.01
		60-75 Years	.173	.260	1.000	-.65	1.00
	20-24 Years	<20 Years	-.182	.253	.999	-.98	.62
		25-29 Years	-.123	.091	.939	-.41	.16
		30-34 Years	-.095	.089	.988	-.38	.19
		35-39 Years	-.030	.082	1.000	-.29	.23
		40-44 Years	-.128	.082	.865	-.39	.13
		45-49 Years	-.001	.084	1.000	-.27	.26
	50-54 Years	50-54 Years	-.194	.087	.438	-.47	.08
		55-59 Years	.023	.103	1.000	-.30	.35
		60-75 Years	-.009	.120	1.000	-.39	.37
	25-29	<20 Years	-.059	.248	1.000	-.85	.73

	Years	20-24	.123	.091	.939	-.16	.41
		Years					
		30-34	.028	.074	1.000	-.21	.26
		Years					
		35-39	.094	.065	.915	-.11	.30
		Years					
		40-44	-.005	.065	1.000	-.21	.20
		Years					
		45-49	.122	.068	.736	-.09	.34
		Years					
		50-54	-.071	.072	.993	-.30	.16
		Years					
		55-59	.146	.091	.844	-.14	.43
		Years					
		60-75	.114	.109	.989	-.23	.46
		Years					
	30-34 Years	<20 Years	-.087	.247	1.000	-.87	.70
		20-24	.095	.089	.988	-.19	.38
		Years					
		25-29	-.028	.074	1.000	-.26	.21
		Years					
		35-39	.065	.063	.990	-.13	.27
		Years					
		40-44	-.034	.063	1.000	-.23	.17
		Years					
		45-49	.094	.066	.921	-.12	.30
		Years					
		50-54	-.099	.070	.921	-.32	.12
		Years					
		55-59	.117	.089	.950	-.17	.40
		Years					
		60-75	.086	.108	.999	-.26	.43
		Years					
	35-39 Years	<20 Years	-.152	.245	1.000	-.93	.62
		20-24	.030	.082	1.000	-.23	.29
		Years					
		25-29	-.094	.065	.915	-.30	.11
		Years					
		30-34	-.065	.063	.990	-.27	.13
		Years					

		40-44 Years		-.099	.052	.679	-.26	.07
		45-49 Years		.028	.055	1.000	-.15	.20
		50-54 Years		-.164	.060	.158	-.35	.03
		55-59 Years		.052	.082	1.000	-.21	.31
		60-75 Years		.021	.102	1.000	-.30	.34
40-44 Years	<20 Years			-.054	.245	1.000	-.83	.72
	20-24 Years			.128	.082	.865	-.13	.39
	25-29 Years			.005	.065	1.000	-.20	.21
	30-34 Years			.034	.063	1.000	-.17	.23
	35-39 Years			.099	.052	.679	-.07	.26
	45-49 Years			.127	.056	.403	-.05	.30
	50-54 Years			-.065	.060	.986	-.26	.13
	55-59 Years			.151	.082	.708	-.11	.41
	60-75 Years			.120	.102	.976	-.20	.44
45-49 Years	<20 Years			-.181	.246	.999	-.96	.60
	20-24 Years			.001	.084	1.000	-.26	.27
	25-29 Years			-.122	.068	.736	-.34	.09
	30-34 Years			-.094	.066	.921	-.30	.12
	35-39 Years			-.028	.055	1.000	-.20	.15
	40-44 Years			-.127	.056	.403	-.30	.05
	50-54 Years			-.193	.063	.068	-.39	.01

		55-59 Years	.024	.084	1.000	-.24	.29
		60-75 Years	-.008	.104	1.000	-.34	.32
50-54 Years	<20 Years		.012	.247	1.000	-.77	.79
	20-24 Years		.194	.087	.438	-.08	.47
	25-29 Years		.071	.072	.993	-.16	.30
	30-34 Years		.099	.070	.921	-.12	.32
	35-39 Years		.164	.060	.158	-.03	.35
	40-44 Years		.065	.060	.986	-.13	.26
	45-49 Years		.193	.063	.068	-.01	.39
	55-59 Years		.216	.087	.275	-.06	.49
	60-75 Years		.185	.106	.770	-.15	.52
	<20 Years		-.205	.253	.998	-1.01	.60
	20-24 Years		-.023	.103	1.000	-.35	.30
	25-29 Years		-.146	.091	.844	-.43	.14
	30-34 Years		-.117	.089	.950	-.40	.17
	35-39 Years		-.052	.082	1.000	-.31	.21
	40-44 Years		-.151	.082	.708	-.41	.11
	45-49 Years		-.024	.084	1.000	-.29	.24
	50-54 Years		-.216	.087	.275	-.49	.06
	60-75 Years		-.031	.120	1.000	-.41	.35
60-75	<20 Years		-.173	.260	1.000	-1.00	.65

Years	20-24	.009	.120	1.000	-.37	.39
	Years					
	25-29	-.114	.109	.989	-.46	.23
	Years					
	30-34	-.086	.108	.999	-.43	.26
	Years					
	35-39	-.021	.102	1.000	-.34	.30
	Years					
	40-44	-.120	.102	.976	-.44	.20
	Years					
	45-49	.008	.104	1.000	-.32	.34
	Years					
	50-54	-.185	.106	.770	-.52	.15
	Years					
	55-59	.031	.120	1.000	-.35	.41
	Years					

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Evidence based practice	<20 Years	20-24	.341	.342	.992	-.74	1.43
		Years					
		25-29	.269	.335	.999	-.80	1.33
		Years					
		30-34	.301	.335	.997	-.76	1.36
		Years					
		35-39	.256	.331	.999	-.79	1.31
		Years					
		40-44	.250	.331	.999	-.80	1.30
		Years					
		45-49	.458	.332	.933	-.60	1.51
		Years					
		50-54	.398	.334	.974	-.66	1.46
		Years					
		55-59	.205	.342	1.000	-.88	1.29
		Years					
		60-75	.481	.352	.937	-.63	1.60
		Years					

	20-24 Years	<20 Years	-.341	.342	.992	-1.43	.74
		25-29 Years	-.072	.123	1.000	-.46	.32
		30-34 Years	-.040	.121	1.000	-.42	.34
		35-39 Years	-.085	.110	.999	-.44	.27
		40-44 Years	-.091	.111	.998	-.44	.26
		45-49 Years	.117	.113	.990	-.24	.48
		50-54 Years	.057	.118	1.000	-.32	.43
		55-59 Years	-.136	.140	.993	-.58	.31
		60-75 Years	.140	.162	.997	-.37	.65
	25-29 Years	<20 Years	-.269	.335	.999	-1.33	.80
		20-24 Years	.072	.123	1.000	-.32	.46
		30-34 Years	.032	.101	1.000	-.29	.35
		35-39 Years	-.013	.088	1.000	-.29	.27
		40-44 Years	-.019	.089	1.000	-.30	.26
		45-49 Years	.190	.092	.553	-.10	.48
		50-54 Years	.129	.097	.946	-.18	.44
		55-59 Years	-.064	.123	1.000	-.45	.32
		60-75 Years	.212	.148	.915	-.26	.68
	30-34 Years	<20 Years	-.301	.335	.997	-1.36	.76
		20-24 Years	.040	.121	1.000	-.34	.42
		25-29 Years	-.032	.101	1.000	-.35	.29

		35-39 Years		-.045	.085	1.000	-.32	.23
		40-44 Years		-.051	.086	1.000	-.32	.22
		45-49 Years		.157	.089	.756	-.13	.44
		50-54 Years		.097	.094	.990	-.20	.40
		55-59 Years		-.096	.121	.999	-.48	.29
		60-75 Years		.180	.146	.967	-.28	.64
35-39 Years	<20 Years			-.256	.331	.999	-1.31	.79
	20-24 Years			.085	.110	.999	-.27	.44
	25-29 Years			.013	.088	1.000	-.27	.29
	30-34 Years			.045	.085	1.000	-.23	.32
	40-44 Years			-.006	.071	1.000	-.23	.22
	45-49 Years			.202	.075	.173	-.03	.44
	50-54 Years			.142	.081	.764	-.11	.40
	55-59 Years			-.051	.110	1.000	-.40	.30
	60-75 Years			.225	.138	.831	-.21	.66
40-44 Years	<20 Years			-.250	.331	.999	-1.30	.80
	20-24 Years			.091	.111	.998	-.26	.44
	25-29 Years			.019	.089	1.000	-.26	.30
	30-34 Years			.051	.086	1.000	-.22	.32
	35-39 Years			.006	.071	1.000	-.22	.23
	45-49 Years			.208	.075	.152	-.03	.45

		50-54 Years	.148	.081	.727	-.11	.41
		55-59 Years	-.045	.111	1.000	-.40	.31
		60-75 Years	.231	.138	.811	-.21	.67
		45-49 Years	-.458	.332	.933	-1.51	.60
		20-24 Years	-.117	.113	.990	-.48	.24
		25-29 Years	-.190	.092	.553	-.48	.10
		30-34 Years	-.157	.089	.756	-.44	.13
		35-39 Years	-.202	.075	.173	-.44	.03
		40-44 Years	-.208	.075	.152	-.45	.03
		50-54 Years	-.060	.085	.999	-.33	.21
		55-59 Years	-.253	.113	.434	-.61	.11
		60-75 Years	.023	.140	1.000	-.42	.47
		50-54 Years	-.398	.334	.974	-1.46	.66
		20-24 Years	-.057	.118	1.000	-.43	.32
		25-29 Years	-.129	.097	.946	-.44	.18
		30-34 Years	-.097	.094	.990	-.40	.20
		35-39 Years	-.142	.081	.764	-.40	.11
		40-44 Years	-.148	.081	.727	-.41	.11
		45-49 Years	.060	.085	.999	-.21	.33
		55-59 Years	-.193	.118	.827	-.57	.18
		60-75 Years	.083	.143	1.000	-.37	.54

	55-59 Years	<20 Years	-.205	.342	1.000	-1.29	.88
		20-24 Years	.136	.140	.993	-.31	.58
		25-29 Years	.064	.123	1.000	-.32	.45
		30-34 Years	.096	.121	.999	-.29	.48
		35-39 Years	.051	.110	1.000	-.30	.40
		40-44 Years	.045	.111	1.000	-.31	.40
		45-49 Years	.253	.113	.434	-.11	.61
		50-54 Years	.193	.118	.827	-.18	.57
		60-75 Years	.276	.162	.792	-.24	.79
	60-75 Years	<20 Years	-.481	.352	.937	-1.60	.63
		20-24 Years	-.140	.162	.997	-.65	.37
		25-29 Years	-.212	.148	.915	-.68	.26
		30-34 Years	-.180	.146	.967	-.64	.28
		35-39 Years	-.225	.138	.831	-.66	.21
		40-44 Years	-.231	.138	.811	-.67	.21
		45-49 Years	-.023	.140	1.000	-.47	.42
		50-54 Years	-.083	.143	1.000	-.54	.37
		55-59 Years	-.276	.162	.792	-.79	.24

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound

Responsible for actions	<20 Years	20-24 Years	.455	.245	.700	-.32	1.23
		25-29 Years	.235	.240	.994	-.53	1.00
		30-34 Years	.236	.240	.993	-.52	1.00
		35-39 Years	.259	.237	.986	-.49	1.01
		40-44 Years	.167	.237	1.000	-.59	.92
		45-49 Years	.358	.238	.891	-.40	1.11
		50-54 Years	.286	.239	.973	-.47	1.04
		55-59 Years	.364	.245	.899	-.41	1.14
		60-75 Years	.231	.252	.996	-.57	1.03
		20-24 Years	-.455	.245	.700	-1.23	.32
		25-29 Years	-.220	.088	.268	-.50	.06
		30-34 Years	-.219	.086	.255	-.49	.06
		35-39 Years	-.196	.079	.284	-.45	.06
		40-44 Years	-.288*	.079	.011	-.54	-.04
		45-49 Years	-.097	.081	.974	-.35	.16
		50-54 Years	-.169	.084	.597	-.44	.10
		55-59 Years	-.091	.100	.996	-.41	.23
		60-75 Years	-.224	.116	.650	-.59	.14
		25-29 Years	-.235	.240	.994	-1.00	.53
		20-24 Years	.220	.088	.268	-.06	.50
		30-34 Years	.001	.072	1.000	-.23	.23

		35-39 Years	.024	.063	1.000	-.18	.22
		40-44 Years	-.068	.063	.987	-.27	.13
		45-49 Years	.123	.066	.689	-.09	.33
		50-54 Years	.051	.069	.999	-.17	.27
		55-59 Years	.129	.088	.904	-.15	.41
		60-75 Years	-.004	.106	1.000	-.34	.33
		30-34 Years	-.236	.240	.993	-1.00	.52
		20-24 Years	.219	.086	.255	-.06	.49
		25-29 Years	-.001	.072	1.000	-.23	.23
		35-39 Years	.023	.061	1.000	-.17	.22
		40-44 Years	-.069	.062	.982	-.26	.13
		45-49 Years	.122	.064	.666	-.08	.32
		50-54 Years	.050	.068	.999	-.16	.26
		55-59 Years	.128	.086	.901	-.15	.40
		60-75 Years	-.005	.105	1.000	-.34	.33
		35-39 Years	-.259	.237	.986	-1.01	.49
		20-24 Years	.196	.079	.284	-.06	.45
		25-29 Years	-.024	.063	1.000	-.22	.18
		30-34 Years	-.023	.061	1.000	-.22	.17
		40-44 Years	-.092	.051	.728	-.25	.07
		45-49 Years	.099	.054	.704	-.07	.27

	50-54 Years	.027	.058	1.000	-.16	.21
	55-59 Years	.105	.079	.948	-.15	.36
	60-75 Years	-.028	.099	1.000	-.34	.29
40-44 Years	<20 Years	-.167	.237	1.000	-.92	.59
	20-24 Years	.288 ⁺	.079	.011	.04	.54
	25-29 Years	.068	.063	.987	-.13	.27
	30-34 Years	.069	.062	.982	-.13	.26
	35-39 Years	.092	.051	.728	-.07	.25
	45-49 Years	.191 ⁺	.054	.016	.02	.36
	50-54 Years	.119	.058	.572	-.07	.30
	55-59 Years	.197	.079	.282	-.06	.45
	60-75 Years	.064	.099	1.000	-.25	.38
45-49 Years	<20 Years	-.358	.238	.891	-1.11	.40
	20-24 Years	.097	.081	.974	-.16	.35
	25-29 Years	-.123	.066	.689	-.33	.09
	30-34 Years	-.122	.064	.666	-.32	.08
	35-39 Years	-.099	.054	.704	-.27	.07
	40-44 Years	-.191 ⁺	.054	.016	-.36	-.02
	50-54 Years	-.072	.061	.975	-.27	.12
	55-59 Years	.006	.081	1.000	-.25	.26
	60-75 Years	-.127	.100	.961	-.45	.19

	50-54	<20 Years	-.286	.239	.973	-1.04	.47
	Years	20-24	.169	.084	.597	-.10	.44
		Years					
		25-29	-.051	.069	.999	-.27	.17
		Years					
		30-34	-.050	.068	.999	-.26	.16
		Years					
		35-39	-.027	.058	1.000	-.21	.16
		Years					
		40-44	-.119	.058	.572	-.30	.07
		Years					
		45-49	.072	.061	.975	-.12	.27
		Years					
		55-59	.078	.084	.996	-.19	.35
		Years					
		60-75	-.055	.103	1.000	-.38	.27
		Years					
	55-59	<20 Years	-.364	.245	.899	-1.14	.41
	Years	20-24	.091	.100	.996	-.23	.41
		Years					
		25-29	-.129	.088	.904	-.41	.15
		Years					
		30-34	-.128	.086	.901	-.40	.15
		Years					
		35-39	-.105	.079	.948	-.36	.15
		Years					
		40-44	-.197	.079	.282	-.45	.06
		Years					
		45-49	-.006	.081	1.000	-.26	.25
		Years					
		50-54	-.078	.084	.996	-.35	.19
		Years					
		60-75	-.133	.116	.980	-.50	.24
		Years					
	60-75	<20 Years	-.231	.252	.996	-1.03	.57
	Years	20-24	.224	.116	.650	-.14	.59
		Years					
		25-29	.004	.106	1.000	-.33	.34
		Years					

	30-34 Years	.005	.105	1.000	-.33	.34
	35-39 Years	.028	.099	1.000	-.29	.34
	40-44 Years	-.064	.099	1.000	-.38	.25
	45-49 Years	.127	.100	.961	-.19	.45
	50-54 Years	.055	.103	1.000	-.27	.38
	55-59 Years	.133	.116	.980	-.24	.50

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Culturally sensitive	<20 Years	20-24 Years	.341	.292	.977	-.58	1.27
		25-29 Years	.182	.286	1.000	-.73	1.09
		30-34 Years	.098	.286	1.000	-.81	1.00
		35-39 Years	.227	.283	.999	-.67	1.12
		40-44 Years	.161	.283	1.000	-.74	1.06
		45-49 Years	.327	.283	.979	-.57	1.23
		50-54 Years	.207	.285	.999	-.70	1.11
		55-59 Years	.386	.292	.948	-.54	1.31
		60-75 Years	.404	.300	.943	-.55	1.36
		20-24 Years	-.341	.292	.977	-1.27	.58
		25-29 Years	-.159	.105	.885	-.49	.17

	30-34 Years		-.243	.103	.354	-.57	.08
	35-39 Years		-.114	.094	.971	-.41	.19
	40-44 Years		-.180	.095	.666	-.48	.12
	45-49 Years		-.014	.097	1.000	-.32	.29
	50-54 Years		-.134	.100	.946	-.45	.18
	55-59 Years		.045	.119	1.000	-.33	.42
	60-75 Years		.063	.138	1.000	-.38	.50
	25-29 Years	<20 Years	-.182	.286	1.000	-1.09	.73
		20-24 Years	.159	.105	.885	-.17	.49
		30-34 Years	-.084	.086	.993	-.36	.19
		35-39 Years	.045	.075	1.000	-.19	.28
		40-44 Years	-.021	.076	1.000	-.26	.22
		45-49 Years	.145	.078	.706	-.10	.39
		50-54 Years	.025	.083	1.000	-.24	.29
		55-59 Years	.204	.105	.633	-.13	.54
		60-75 Years	.222	.126	.760	-.18	.62
	30-34 Years	<20 Years	-.098	.286	1.000	-1.00	.81
		20-24 Years	.243	.103	.354	-.08	.57
		25-29 Years	.084	.086	.993	-.19	.36
		35-39 Years	.129	.073	.756	-.10	.36
		40-44 Years	.062	.073	.998	-.17	.29

	45-49 Years	.228	.076	.082	-.01	.47
	50-54 Years	.109	.081	.941	-.15	.36
	55-59 Years	.288	.103	.139	-.04	.61
	60-75 Years	.306	.125	.296	-.09	.70
35-39 Years	<20 Years	-.227	.283	.999	-1.12	.67
	20-24 Years	.114	.094	.971	-.19	.41
	25-29 Years	-.045	.075	1.000	-.28	.19
	30-34 Years	-.129	.073	.756	-.36	.10
	40-44 Years	-.066	.060	.985	-.26	.13
	45-49 Years	.100	.064	.866	-.10	.30
	50-54 Years	-.020	.069	1.000	-.24	.20
	55-59 Years	.159	.094	.801	-.14	.46
	60-75 Years	.177	.117	.890	-.20	.55
40-44 Years	<20 Years	-.161	.283	1.000	-1.06	.74
	20-24 Years	.180	.095	.666	-.12	.48
	25-29 Years	.021	.076	1.000	-.22	.26
	30-34 Years	-.062	.073	.998	-.29	.17
	35-39 Years	.066	.060	.985	-.13	.26
	45-49 Years	.166	.064	.229	-.04	.37
	50-54 Years	.046	.070	1.000	-.17	.27
	55-59 Years	.226	.095	.336	-.07	.53

	60-75	.243	.118	.553	-.13	.62
	Years					
45-49	<20 Years	-.327	.283	.979	-1.23	.57
Years	20-24	.014	.097	1.000	-.29	.32
	Years					
	25-29	-.145	.078	.706	-.39	.10
	Years					
	30-34	-.228	.076	.082	-.47	.01
	Years					
	35-39	-.100	.064	.866	-.30	.10
	Years					
	40-44	-.166	.064	.229	-.37	.04
	Years					
	50-54	-.119	.072	.823	-.35	.11
	Years					
	55-59	.060	.097	1.000	-.25	.37
	Years					
	60-75	.077	.120	1.000	-.30	.46
	Years					
50-54	<20 Years	-.207	.285	.999	-1.11	.70
Years	20-24	.134	.100	.946	-.18	.45
	Years					
	25-29	-.025	.083	1.000	-.29	.24
	Years					
	30-34	-.109	.081	.941	-.36	.15
	Years					
	35-39	.020	.069	1.000	-.20	.24
	Years					
	40-44	-.046	.070	1.000	-.27	.17
	Years					
	45-49	.119	.072	.823	-.11	.35
	Years					
	55-59	.179	.100	.744	-.14	.50
	Years					
	60-75	.197	.122	.845	-.19	.58
	Years					
55-59	<20 Years	-.386	.292	.948	-1.31	.54
Years	20-24	-.045	.119	1.000	-.42	.33
	Years					

	25-29 Years	-.204	.105	.633	-.54	.13
	30-34 Years	-.288	.103	.139	-.61	.04
	35-39 Years	-.159	.094	.801	-.46	.14
	40-44 Years	-.226	.095	.336	-.53	.07
	45-49 Years	-.060	.097	1.000	-.37	.25
	50-54 Years	-.179	.100	.744	-.50	.14
	60-75 Years	.017	.138	1.000	-.42	.46
60-75 Years	<20 Years	-.404	.300	.943	-1.36	.55
	20-24 Years	-.063	.138	1.000	-.50	.38
	25-29 Years	-.222	.126	.760	-.62	.18
	30-34 Years	-.306	.125	.296	-.70	.09
	35-39 Years	-.177	.117	.890	-.55	.20
	40-44 Years	-.243	.118	.553	-.62	.13
	45-49 Years	-.077	.120	1.000	-.46	.30
	50-54 Years	-.197	.122	.845	-.58	.19
	55-59 Years	-.017	.138	1.000	-.46	.42

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Think critically	<20 Years	20-24 Years	.068	.247	1.000	-.71	.85
		25-29 Years	-.090	.242	1.000	-.86	.68
		30-34 Years	-.025	.241	1.000	-.79	.74

	35-39 Years	.032	.239	1.000	-.73	.79
	40-44 Years	-.012	.239	1.000	-.77	.75
	45-49 Years	.093	.240	1.000	-.67	.85
	50-54 Years	.179	.241	.999	-.58	.94
	55-59 Years	.250	.247	.991	-.53	1.03
	60-75 Years	.212	.254	.998	-.59	1.02
	20-24 Years <20 Years	-.068	.247	1.000	-.85	.71
	25-29 Years	-.158	.088	.747	-.44	.12
	30-34 Years	-.093	.087	.987	-.37	.18
	35-39 Years	-.037	.080	1.000	-.29	.22
	40-44 Years	-.080	.080	.992	-.33	.17
	45-49 Years	.025	.082	1.000	-.23	.28
	50-54 Years	.110	.085	.953	-.16	.38
	55-59 Years	.182	.101	.732	-.14	.50
	60-75 Years	.143	.117	.968	-.23	.51
	25-29 Years <20 Years	.090	.242	1.000	-.68	.86
	20-24 Years	.158	.088	.747	-.12	.44
	30-34 Years	.064	.073	.997	-.17	.29
	35-39 Years	.121	.064	.665	-.08	.32
	40-44 Years	.078	.064	.970	-.13	.28
	45-49 Years	.183	.066	.153	-.03	.39
	50-54 Years	.268 [*]	.070	.005	.05	.49
	55-59 Years	.340 [*]	.088	.005	.06	.62
	60-75 Years	.301	.107	.129	-.04	.64
	30-34 Years <20 Years	.025	.241	1.000	-.74	.79
	20-24 Years	.093	.087	.987	-.18	.37
	25-29 Years	-.064	.073	.997	-.29	.17
	35-39 Years	.057	.062	.996	-.14	.25
	40-44 Years	.013	.062	1.000	-.18	.21
	45-49 Years	.118	.064	.710	-.09	.32
	50-54 Years	.204	.068	.083	-.01	.42
	55-59 Years	.275	.087	.052	.00	.55
	60-75 Years	.237	.105	.424	-.10	.57
	35-39 Years <20 Years	-.032	.239	1.000	-.79	.73
	20-24 Years	.037	.080	1.000	-.22	.29
	25-29 Years	-.121	.064	.665	-.32	.08
	30-34 Years	-.057	.062	.996	-.25	.14
	40-44 Years	-.044	.051	.998	-.21	.12

	45-49 Years	.061	.054	.981	-.11	.23
	50-54 Years	.147	.058	.261	-.04	.33
	55-59 Years	.218	.080	.160	-.03	.47
	60-75 Years	.180	.099	.728	-.14	.50
40-44 Years	<20 Years	.012	.239	1.000	-.75	.77
	20-24 Years	.080	.080	.992	-.17	.33
	25-29 Years	-.078	.064	.970	-.28	.13
	30-34 Years	-.013	.062	1.000	-.21	.18
	35-39 Years	.044	.051	.998	-.12	.21
	45-49 Years	.105	.054	.649	-.07	.28
	50-54 Years	.190 ⁺	.059	.041	.00	.38
	55-59 Years	.262 ⁺	.080	.037	.01	.52
	60-75 Years	.223	.100	.427	-.09	.54
45-49 Years	<20 Years	-.093	.240	1.000	-.85	.67
	20-24 Years	-.025	.082	1.000	-.28	.23
	25-29 Years	-.183	.066	.153	-.39	.03
	30-34 Years	-.118	.064	.710	-.32	.09
	35-39 Years	-.061	.054	.981	-.23	.11
	40-44 Years	-.105	.054	.649	-.28	.07
	50-54 Years	.086	.061	.929	-.11	.28
	55-59 Years	.157	.082	.658	-.10	.42
	60-75 Years	.118	.101	.976	-.20	.44
50-54 Years	<20 Years	-.179	.241	.999	-.94	.58
	20-24 Years	-.110	.085	.953	-.38	.16
	25-29 Years	-.268 ⁺	.070	.005	-.49	-.05
	30-34 Years	-.204	.068	.083	-.42	.01
	35-39 Years	-.147	.058	.261	-.33	.04
	40-44 Years	-.190 ⁺	.059	.041	-.38	.00
	45-49 Years	-.086	.061	.929	-.28	.11
	55-59 Years	.071	.085	.998	-.20	.34
	60-75 Years	.033	.104	1.000	-.30	.36
55-59 Years	<20 Years	-.250	.247	.991	-1.03	.53
	20-24 Years	-.182	.101	.732	-.50	.14
	25-29 Years	-.340 ⁺	.088	.005	-.62	-.06
	30-34 Years	-.275	.087	.052	-.55	.00
	35-39 Years	-.218	.080	.160	-.47	.03
	40-44 Years	-.262 ⁺	.080	.037	-.52	-.01
	45-49 Years	-.157	.082	.658	-.42	.10

	50-54 Years	-.071	.085	.998	-.34	.20
	60-75 Years	-.038	.117	1.000	-.41	.33
60-75 Years	<20 Years	-.212	.254	.998	-1.02	.59
	20-24 Years	-.143	.117	.968	-.51	.23
	25-29 Years	-.301	.107	.129	-.64	.04
	30-34 Years	-.237	.105	.424	-.57	.10
	35-39 Years	-.180	.099	.728	-.50	.14
	40-44 Years	-.223	.100	.427	-.54	.09
	45-49 Years	-.118	.101	.976	-.44	.20
	50-54 Years	-.033	.104	1.000	-.36	.30
	55-59 Years	.038	.117	1.000	-.33	.41

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Counselling skills	<20 Years	20-24 Years	.477	.414	.979	-.84	1.79
		25-29 Years	.213	.406	1.000	-1.08	1.50
		30-34 Years	.138	.406	1.000	-1.15	1.42
		35-39 Years	.428	.401	.988	-.84	1.70
		40-44 Years	.137	.401	1.000	-1.14	1.41
		45-49 Years	.265	.402	1.000	-1.01	1.54
		50-54 Years	.212	.404	1.000	-1.07	1.49
		55-59 Years	.182	.414	1.000	-1.13	1.50
		60-75 Years	-.058	.426	1.000	-1.41	1.29
		<20 Years	-.477	.414	.979	-1.79	.84
		25-29 Years	-.264	.149	.749	-.74	.21
		30-34 Years					
		35-39 Years					
		40-44 Years					
		45-49 Years					

	30-34 Years		-.340	.146	.375	-.80	.12
	35-39 Years		-.049	.134	1.000	-.47	.38
	40-44 Years		-.340	.134	.252	-.77	.09
	45-49 Years		-.213	.137	.873	-.65	.22
	50-54 Years		-.265	.142	.695	-.72	.19
	55-59 Years		-.295	.169	.768	-.83	.24
	60-75 Years		-.535	.196	.165	-1.16	.09
	25-29 Years	<20 Years	-.213	.406	1.000	-1.50	1.08
		20-24 Years	.264	.149	.749	-.21	.74
		30-34 Years	-.075	.122	1.000	-.46	.31
		35-39 Years	.215	.107	.588	-.12	.55
		40-44 Years	-.076	.107	.999	-.42	.26
		45-49 Years	.052	.111	1.000	-.30	.40
		50-54 Years	-.001	.117	1.000	-.37	.37
		55-59 Years	-.031	.149	1.000	-.50	.44
		60-75 Years	-.271	.179	.887	-.84	.30
	30-34 Years	<20 Years	-.138	.406	1.000	-1.42	1.15
		20-24 Years	.340	.146	.375	-.12	.80
		25-29 Years	.075	.122	1.000	-.31	.46
		35-39 Years	.291	.103	.135	-.04	.62
	40-44 Years		-.001	.104	1.000	-.33	.33

	45-49 Years	.127	.108	.976	-.22	.47
	50-54 Years	.074	.114	1.000	-.29	.44
	55-59 Years	.044	.146	1.000	-.42	.51
	60-75 Years	-.195	.177	.984	-.76	.37
35-39 Years	<20 Years	-.428	.401	.988	-1.70	.84
	20-24 Years	.049	.134	1.000	-.38	.47
	25-29 Years	-.215	.107	.588	-.55	.12
	30-34 Years	-.291	.103	.135	-.62	.04
	40-44 Years	-.291 [*]	.086	.025	-.56	-.02
	45-49 Years	-.164	.091	.732	-.45	.12
	50-54 Years	-.216	.098	.454	-.53	.09
	55-59 Years	-.246	.134	.710	-.67	.18
	60-75 Years	-.486	.167	.104	-1.02	.04
40-44 Years	<20 Years	-.137	.401	1.000	-1.41	1.14
	20-24 Years	.340	.134	.252	-.09	.77
	25-29 Years	.076	.107	.999	-.26	.42
	30-34 Years	.001	.104	1.000	-.33	.33
	35-39 Years	.291 [*]	.086	.025	.02	.56
	45-49 Years	.128	.091	.928	-.16	.42
	50-54 Years	.075	.099	.999	-.24	.39
	55-59 Years	.045	.134	1.000	-.38	.47

	60-75	-.195	.167	.977	-.73	.34
	Years					
45-49	<20 Years	-.265	.402	1.000	-1.54	1.01
Years	20-24	.213	.137	.873	-.22	.65
	Years					
	25-29	-.052	.111	1.000	-.40	.30
	Years					
	30-34	-.127	.108	.976	-.47	.22
	Years					
	35-39	.164	.091	.732	-.12	.45
	Years					
	40-44	-.128	.091	.928	-.42	.16
	Years					
	50-54	-.053	.103	1.000	-.38	.27
	Years					
	55-59	-.083	.137	1.000	-.52	.35
	Years					
	60-75	-.322	.170	.670	-.86	.22
	Years					
50-54	<20 Years	-.212	.404	1.000	-1.49	1.07
Years	20-24	.265	.142	.695	-.19	.72
	Years					
	25-29	.001	.117	1.000	-.37	.37
	Years					
	30-34	-.074	.114	1.000	-.44	.29
	Years					
	35-39	.216	.098	.454	-.09	.53
	Years					
	40-44	-.075	.099	.999	-.39	.24
	Years					
	45-49	.053	.103	1.000	-.27	.38
	Years					
	55-59	-.030	.142	1.000	-.48	.42
	Years					
	60-75	-.270	.174	.871	-.82	.28
	Years					
55-59	<20 Years	-.182	.414	1.000	-1.50	1.13
Years	20-24	.295	.169	.768	-.24	.83
	Years					

	25-29 Years	.031	.149	1.000	-.44	.50
	30-34 Years	-.044	.146	1.000	-.51	.42
	35-39 Years	.246	.134	.710	-.18	.67
	40-44 Years	-.045	.134	1.000	-.47	.38
	45-49 Years	.083	.137	1.000	-.35	.52
	50-54 Years	.030	.142	1.000	-.42	.48
	60-75 Years	-.240	.196	.969	-.86	.38
60-75 Years	<20 Years	.058	.426	1.000	-1.29	1.41
	20-24 Years	.535	.196	.165	-.09	1.16
	25-29 Years	.271	.179	.887	-.30	.84
	30-34 Years	.195	.177	.984	-.37	.76
	35-39 Years	.486	.167	.104	-.04	1.02
	40-44 Years	.195	.167	.977	-.34	.73
	45-49 Years	.322	.170	.670	-.22	.86
	50-54 Years	.270	.174	.871	-.28	.82
	55-59 Years	.240	.196	.969	-.38	.86

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Adaptable	<20 Years	20-24 Years	.341	.252	.941	-.46	1.14
		25-29 Years	.395	.247	.849	-.39	1.18
		30-34 Years	.180	.247	.999	-.60	.96

	35-39 Years	.391	.244	.847	-.38	1.16
	40-44 Years	.292	.244	.973	-.48	1.07
	45-49 Years	.394	.245	.843	-.38	1.17
	50-54 Years	.467	.246	.670	-.31	1.25
	55-59 Years	.523	.252	.546	-.28	1.32
	60-75 Years	.423	.259	.832	-.40	1.25
20-24 Years	<20 Years	-.341	.252	.941	-1.14	.46
	25-29 Years	.054	.090	1.000	-.23	.34
	30-34 Years	-.161	.089	.728	-.44	.12
	35-39 Years	.050	.081	1.000	-.21	.31
	40-44 Years	-.049	.082	1.000	-.31	.21
	45-49 Years	.053	.084	1.000	-.21	.32
	50-54 Years	.126	.087	.910	-.15	.40
	55-59 Years	.182	.103	.756	-.14	.51
	60-75 Years	.082	.119	1.000	-.30	.46
25-29 Years	<20 Years	-.395	.247	.849	-1.18	.39
	20-24 Years	-.054	.090	1.000	-.34	.23
	30-34 Years	-.215	.074	.106	-.45	.02
	35-39 Years	-.004	.065	1.000	-.21	.20
	40-44 Years	-.103	.065	.856	-.31	.10
	45-49 Years	-.001	.068	1.000	-.22	.21
	50-54 Years	.072	.071	.992	-.15	.30
	55-59 Years	.128	.090	.923	-.16	.41
	60-75 Years	.028	.109	1.000	-.32	.37
30-34 Years	<20 Years	-.180	.247	.999	-.96	.60
	20-24 Years	.161	.089	.728	-.12	.44
	25-29 Years	.215	.074	.106	-.02	.45
	35-39 Years	.211 [*]	.063	.028	.01	.41
	40-44 Years	.112	.063	.755	-.09	.31
	45-49 Years	.214 [*]	.066	.038	.01	.42
	50-54 Years	.287 [*]	.070	.002	.07	.51
	55-59 Years	.343 [*]	.089	.005	.06	.63
	60-75 Years	.243	.108	.415	-.10	.58
35-39 Years	<20 Years	-.391	.244	.847	-1.16	.38
	20-24 Years	-.050	.081	1.000	-.31	.21
	25-29 Years	.004	.065	1.000	-.20	.21
	30-34 Years	-.211 [*]	.063	.028	-.41	-.01
	40-44 Years	-.099	.052	.669	-.26	.07

	45-49 Years	.003	.055	1.000	-.17	.18
	50-54 Years	.076	.060	.960	-.11	.26
	55-59 Years	.132	.081	.838	-.13	.39
	60-75 Years	.032	.101	1.000	-.29	.35
40-44 Years	<20 Years	-.292	.244	.973	-1.07	.48
	20-24 Years	.049	.082	1.000	-.21	.31
	25-29 Years	.103	.065	.856	-.10	.31
	30-34 Years	-.112	.063	.755	-.31	.09
	35-39 Years	.099	.052	.669	-.07	.26
	45-49 Years	.102	.056	.706	-.07	.28
	50-54 Years	.175	.060	.103	-.02	.37
	55-59 Years	.231	.082	.129	-.03	.49
	60-75 Years	.131	.102	.955	-.19	.45
45-49 Years	<20 Years	-.394	.245	.843	-1.17	.38
	20-24 Years	-.053	.084	1.000	-.32	.21
	25-29 Years	.001	.068	1.000	-.21	.22
	30-34 Years	-.214 ⁺	.066	.038	-.42	-.01
	35-39 Years	-.003	.055	1.000	-.18	.17
	40-44 Years	-.102	.056	.706	-.28	.07
	50-54 Years	.073	.063	.978	-.13	.27
	55-59 Years	.129	.084	.877	-.14	.39
	60-75 Years	.029	.103	1.000	-.30	.36
50-54 Years	<20 Years	-.467	.246	.670	-1.25	.31
	20-24 Years	-.126	.087	.910	-.40	.15
	25-29 Years	-.072	.071	.992	-.30	.15
	30-34 Years	-.287 ⁺	.070	.002	-.51	-.07
	35-39 Years	-.076	.060	.960	-.26	.11
	40-44 Years	-.175	.060	.103	-.37	.02
	45-49 Years	-.073	.063	.978	-.27	.13
	55-59 Years	.056	.087	1.000	-.22	.33
	60-75 Years	-.044	.106	1.000	-.38	.29
55-59 Years	<20 Years	-.523	.252	.546	-1.32	.28
	20-24 Years	-.182	.103	.756	-.51	.14
	25-29 Years	-.128	.090	.923	-.41	.16
	30-34 Years	-.343 ⁺	.089	.005	-.63	-.06
	35-39 Years	-.132	.081	.838	-.39	.13
	40-44 Years	-.231	.082	.129	-.49	.03
	45-49 Years	-.129	.084	.877	-.39	.14

	50-54 Years	-.056	.087	1.000	-.33	.22
	60-75 Years	-.100	.119	.998	-.48	.28
60-75 Years	<20 Years	-.423	.259	.832	-1.25	.40
	20-24 Years	-.082	.119	1.000	-.46	.30
	25-29 Years	-.028	.109	1.000	-.37	.32
	30-34 Years	-.243	.108	.415	-.58	.10
	35-39 Years	-.032	.101	1.000	-.35	.29
	40-44 Years	-.131	.102	.955	-.45	.19
	45-49 Years	-.029	.103	1.000	-.36	.30
	50-54 Years	.044	.106	1.000	-.29	.38
	55-59 Years	.100	.119	.998	-.28	.48

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Good listener	<20 Years	20-24 Years	.386	.277	.929	-.49	1.27
		25-29 Years	.444	.272	.831	-.42	1.31
		30-34 Years	.303	.271	.983	-.56	1.16
		35-39 Years	.443	.268	.823	-.41	1.29
		40-44 Years	.387	.268	.914	-.46	1.24
		45-49 Years	.474	.269	.759	-.38	1.33
		50-54 Years	.343	.270	.960	-.51	1.20
		55-59 Years	.614	.277	.448	-.27	1.49
		60-75 Years	.538	.285	.676	-.37	1.44
	20-24 Years	<20 Years	-.386	.277	.929	-1.27	.49
		25-29 Years	.058	.099	1.000	-.26	.37
		30-34 Years	-.083	.098	.998	-.39	.23
		35-39 Years	.056	.090	1.000	-.23	.34
		40-44 Years	.001	.090	1.000	-.28	.29
		45-49 Years	.088	.092	.994	-.20	.38
		50-54 Years	-.044	.095	1.000	-.35	.26
		55-59 Years	.227	.113	.593	-.13	.59
		60-75 Years	.152	.131	.978	-.26	.57
	25-29 Years	<20 Years	-.444	.272	.831	-1.31	.42
		20-24 Years	-.058	.099	1.000	-.37	.26
		30-34 Years	-.141	.081	.777	-.40	.12

	35-39 Years	-.002	.071	1.000	-.23	.22
	40-44 Years	-.058	.072	.999	-.29	.17
	45-49 Years	.030	.074	1.000	-.21	.27
	50-54 Years	-.102	.078	.955	-.35	.15
	55-59 Years	.169	.099	.794	-.15	.48
	60-75 Years	.094	.120	.999	-.29	.47
	30-34 Years <20 Years	-.303	.271	.983	-1.16	.56
	20-24 Years	.083	.098	.998	-.23	.39
	25-29 Years	.141	.081	.777	-.12	.40
	35-39 Years	.139	.069	.591	-.08	.36
	40-44 Years	.084	.070	.972	-.14	.30
	45-49 Years	.171	.072	.346	-.06	.40
	50-54 Years	.039	.076	1.000	-.20	.28
	55-59 Years	.310 ⁺	.098	.050	.00	.62
	60-75 Years	.235	.118	.608	-.14	.61
	35-39 Years <20 Years	-.443	.268	.823	-1.29	.41
	20-24 Years	-.056	.090	1.000	-.34	.23
	25-29 Years	.002	.071	1.000	-.22	.23
	30-34 Years	-.139	.069	.591	-.36	.08
	40-44 Years	-.056	.057	.994	-.24	.13
	45-49 Years	.032	.061	1.000	-.16	.22
	50-54 Years	-.100	.066	.884	-.31	.11
	55-59 Years	.171	.090	.662	-.11	.46
	60-75 Years	.096	.112	.998	-.26	.45
	40-44 Years <20 Years	-.387	.268	.914	-1.24	.46
	20-24 Years	-.001	.090	1.000	-.29	.28
	25-29 Years	.058	.072	.999	-.17	.29
	30-34 Years	-.084	.070	.972	-.30	.14
	35-39 Years	.056	.057	.994	-.13	.24
	45-49 Years	.088	.061	.917	-.11	.28
	50-54 Years	-.044	.066	1.000	-.25	.17
	55-59 Years	.227	.090	.258	-.06	.51
	60-75 Years	.152	.112	.940	-.20	.51
	45-49 Years <20 Years	-.474	.269	.759	-1.33	.38
	20-24 Years	-.088	.092	.994	-.38	.20
	25-29 Years	-.030	.074	1.000	-.27	.21
	30-34 Years	-.171	.072	.346	-.40	.06
	35-39 Years	-.032	.061	1.000	-.22	.16

	40-44 Years	-.088	.061	.917	-.28	.11
	50-54 Years	-.132	.069	.661	-.35	.09
	55-59 Years	.139	.092	.887	-.15	.43
	60-75 Years	.064	.114	1.000	-.30	.42
50-54 Years	<20 Years	-.343	.270	.960	-1.20	.51
	20-24 Years	.044	.095	1.000	-.26	.35
	25-29 Years	.102	.078	.955	-.15	.35
	30-34 Years	-.039	.076	1.000	-.28	.20
	35-39 Years	.100	.066	.884	-.11	.31
	40-44 Years	.044	.066	1.000	-.17	.25
	45-49 Years	.132	.069	.661	-.09	.35
	55-59 Years	.271	.095	.124	-.03	.57
	60-75 Years	.196	.116	.805	-.17	.56
55-59 Years	<20 Years	-.614	.277	.448	-1.49	.27
	20-24 Years	-.227	.113	.593	-.59	.13
	25-29 Years	-.169	.099	.794	-.48	.15
	30-34 Years	-.310*	.098	.050	-.62	.00
	35-39 Years	-.171	.090	.662	-.46	.11
	40-44 Years	-.227	.090	.258	-.51	.06
	45-49 Years	-.139	.092	.887	-.43	.15
	50-54 Years	-.271	.095	.124	-.57	.03
	60-75 Years	-.075	.131	1.000	-.49	.34
60-75 Years	<20 Years	-.538	.285	.676	-1.44	.37
	20-24 Years	-.152	.131	.978	-.57	.26
	25-29 Years	-.094	.120	.999	-.47	.29
	30-34 Years	-.235	.118	.608	-.61	.14
	35-39 Years	-.096	.112	.998	-.45	.26
	40-44 Years	-.152	.112	.940	-.51	.20
	45-49 Years	-.064	.114	1.000	-.42	.30
	50-54 Years	-.196	.116	.805	-.56	.17
	55-59 Years	.075	.131	1.000	-.34	.49

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound

Self-development	<20 Years	20-24 Years	.477	.309	.875	-.50	1.46
		25-29 Years	.346	.303	.981	-.62	1.31
		30-34 Years	.382	.303	.962	-.58	1.34
		35-39 Years	.540	.300	.733	-.41	1.49
		40-44 Years	.405	.300	.941	-.55	1.36
		45-49 Years	.620	.301	.553	-.33	1.57
		50-54 Years	.581	.302	.652	-.38	1.54
		55-59 Years	.545	.309	.758	-.44	1.53
		60-75 Years	.346	.318	.986	-.66	1.36
		20-24 Years <20 Years	-.477	.309	.875	-1.46	.50
		25-29 Years	-.132	.111	.974	-.48	.22
		30-34 Years	-.095	.109	.997	-.44	.25
		35-39 Years	.063	.100	1.000	-.25	.38
		40-44 Years	-.073	.100	.999	-.39	.25
		45-49 Years	.143	.103	.929	-.18	.47
		50-54 Years	.104	.106	.994	-.23	.44
		55-59 Years	.068	.126	1.000	-.33	.47
		60-75 Years	-.131	.147	.997	-.60	.33
		25-29 Years <20 Years	-.346	.303	.981	-1.31	.62
		20-24 Years	.132	.111	.974	-.22	.48
		30-34 Years	.036	.091	1.000	-.25	.32

	35-39 Years	.195	.080	.303	-.06	.45
	40-44 Years	.059	.080	.999	-.20	.31
	45-49 Years	.275*	.083	.033	.01	.54
	50-54 Years	.235	.088	.181	-.04	.51
	55-59 Years	.200	.111	.735	-.15	.55
	60-75 Years	.000	.134	1.000	-.42	.42
30-34 Years	<20 Years	-.382	.303	.962	-1.34	.58
	20-24 Years	.095	.109	.997	-.25	.44
	25-29 Years	-.036	.091	1.000	-.32	.25
	35-39 Years	.158	.077	.564	-.09	.40
	40-44 Years	.023	.078	1.000	-.22	.27
	45-49 Years	.238	.081	.092	-.02	.49
	50-54 Years	.199	.085	.370	-.07	.47
	55-59 Years	.163	.109	.894	-.18	.51
	60-75 Years	-.036	.132	1.000	-.45	.38
35-39 Years	<20 Years	-.540	.300	.733	-1.49	.41
	20-24 Years	-.063	.100	1.000	-.38	.25
	25-29 Years	-.195	.080	.303	-.45	.06
	30-34 Years	-.158	.077	.564	-.40	.09
	40-44 Years	-.135	.064	.518	-.34	.07
	45-49 Years	.080	.068	.975	-.13	.29

	50-54 Years	.041	.073	1.000	-.19	.27
	55-59 Years	.005	.100	1.000	-.31	.32
	60-75 Years	-.194	.125	.868	-.59	.20
40-44 Years	<20 Years	-.405	.300	.941	-1.36	.55
	20-24 Years	.073	.100	.999	-.25	.39
	25-29 Years	-.059	.080	.999	-.31	.20
	30-34 Years	-.023	.078	1.000	-.27	.22
	35-39 Years	.135	.064	.518	-.07	.34
	45-49 Years	.216	.068	.052	.00	.43
	50-54 Years	.176	.074	.333	-.06	.41
	55-59 Years	.141	.100	.927	-.18	.46
	60-75 Years	-.059	.125	1.000	-.45	.34
45-49 Years	<20 Years	-.620	.301	.553	-1.57	.33
	20-24 Years	-.143	.103	.929	-.47	.18
	25-29 Years	-.275 [*]	.083	.033	-.54	-.01
	30-34 Years	-.238	.081	.092	-.49	.02
	35-39 Years	-.080	.068	.975	-.29	.13
	40-44 Years	-.216	.068	.052	-.43	.00
	50-54 Years	-.039	.077	1.000	-.28	.20
	55-59 Years	-.075	.103	.999	-.40	.25
	60-75 Years	-.274	.127	.483	-.68	.13

50-54 Years	<20 Years	-.581	.302	.652	-1.54	.38
	20-24	-.104	.106	.994	-.44	.23
	Years					
	25-29	-.235	.088	.181	-.51	.04
	Years					
	30-34	-.199	.085	.370	-.47	.07
	Years					
	35-39	-.041	.073	1.000	-.27	.19
	Years					
	40-44	-.176	.074	.333	-.41	.06
	Years					
	45-49	.039	.077	1.000	-.20	.28
	Years					
	55-59	-.035	.106	1.000	-.37	.30
	Years					
55-59 Years	60-75	-.235	.130	.730	-.65	.18
	Years					
	<20 Years	-.545	.309	.758	-1.53	.44
	20-24	-.068	.126	1.000	-.47	.33
	Years					
	25-29	-.200	.111	.735	-.55	.15
	Years					
	30-34	-.163	.109	.894	-.51	.18
	Years					
	35-39	-.005	.100	1.000	-.32	.31
	Years					
	40-44	-.141	.100	.927	-.46	.18
	Years					
	45-49	.075	.103	.999	-.25	.40
	Years					
60-75 Years	50-54	.035	.106	1.000	-.30	.37
	Years					
	60-75	-.199	.147	.939	-.66	.27
	Years					
	<20 Years	-.346	.318	.986	-1.36	.66
	20-24	.131	.147	.997	-.33	.60
	Years					
	25-29	.000	.134	1.000	-.42	.42
	Years					

	30-34 Years	.036	.132	1.000	-.38	.45
	35-39 Years	.194	.125	.868	-.20	.59
	40-44 Years	.059	.125	1.000	-.34	.45
	45-49 Years	.274	.127	.483	-.13	.68
	50-54 Years	.235	.130	.730	-.18	.65
	55-59 Years	.199	.147	.939	-.27	.66

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Interdisciplinary team	<20 Years	20-24 Years	.250	.309	.998	-.73	1.23
		25-29 Years	.306	.303	.992	-.66	1.27
		30-34 Years	.222	.302	.999	-.74	1.18
		35-39 Years	.307	.299	.991	-.64	1.26
		40-44 Years	.202	.299	1.000	-.75	1.15
		45-49 Years	.319	.300	.988	-.63	1.27
		50-54 Years	.398	.301	.949	-.56	1.35
		55-59 Years	.432	.309	.928	-.55	1.41
		60-75 Years	.327	.318	.991	-.68	1.34
		20-24 Years	-.250	.309	.998	-1.23	.73
		25-29 Years	.056	.111	1.000	-.30	.41
		30-34 Years					
		35-39 Years					
		40-44 Years					

		30-34 Years		-.028	.109	1.000	-.37	.32
		35-39 Years		.057	.100	1.000	-.26	.37
		40-44 Years		-.048	.100	1.000	-.37	.27
		45-49 Years		.069	.103	1.000	-.26	.39
		50-54 Years		.148	.106	.931	-.19	.48
		55-59 Years		.182	.126	.914	-.22	.58
		60-75 Years		.077	.146	1.000	-.39	.54
		25-29 Years	<20 Years	-.306	.303	.992	-1.27	.66
			20-24 Years	-.056	.111	1.000	-.41	.30
			30-34 Years	-.084	.091	.996	-.37	.20
			35-39 Years	.002	.080	1.000	-.25	.25
			40-44 Years	-.103	.080	.956	-.36	.15
			45-49 Years	.014	.083	1.000	-.25	.28
			50-54 Years	.092	.088	.989	-.19	.37
			55-59 Years	.126	.111	.981	-.23	.48
			60-75 Years	.021	.133	1.000	-.40	.44
		30-34 Years	<20 Years	-.222	.302	.999	-1.18	.74
			20-24 Years	.028	.109	1.000	-.32	.37
			25-29 Years	.084	.091	.996	-.20	.37
			35-39 Years	.086	.077	.984	-.16	.33
			40-44 Years	-.020	.078	1.000	-.27	.23

	45-49 Years	.097	.081	.971	-.16	.35
	50-54 Years	.176	.085	.556	-.09	.45
	55-59 Years	.210	.109	.652	-.14	.56
	60-75 Years	.105	.132	.999	-.31	.52
35-39 Years	<20 Years	-.307	.299	.991	-1.26	.64
	20-24 Years	-.057	.100	1.000	-.37	.26
	25-29 Years	-.002	.080	1.000	-.25	.25
	30-34 Years	-.086	.077	.984	-.33	.16
	40-44 Years	-.105	.064	.827	-.31	.10
	45-49 Years	.012	.068	1.000	-.20	.23
	50-54 Years	.090	.073	.967	-.14	.32
	55-59 Years	.124	.100	.965	-.19	.44
	60-75 Years	.019	.124	1.000	-.38	.41
40-44 Years	<20 Years	-.202	.299	1.000	-1.15	.75
	20-24 Years	.048	.100	1.000	-.27	.37
	25-29 Years	.103	.080	.956	-.15	.36
	30-34 Years	.020	.078	1.000	-.23	.27
	35-39 Years	.105	.064	.827	-.10	.31
	45-49 Years	.117	.068	.786	-.10	.33
	50-54 Years	.195	.074	.195	-.04	.43
	55-59 Years	.229	.100	.397	-.09	.55

		60-75 Years	.125	.125	.992	-.27	.52
45-49 Years	<20 Years		-.319	.300	.988	-1.27	.63
	20-24 Years		-.069	.103	1.000	-.39	.26
	25-29 Years		-.014	.083	1.000	-.28	.25
	30-34 Years		-.097	.081	.971	-.35	.16
	35-39 Years		-.012	.068	1.000	-.23	.20
	40-44 Years		-.117	.068	.786	-.33	.10
	50-54 Years		.078	.077	.991	-.17	.32
	55-59 Years		.112	.103	.985	-.21	.44
	60-75 Years		.008	.127	1.000	-.39	.41
50-54 Years	<20 Years		-.398	.301	.949	-1.35	.56
	20-24 Years		-.148	.106	.931	-.48	.19
	25-29 Years		-.092	.088	.989	-.37	.19
	30-34 Years		-.176	.085	.556	-.45	.09
	35-39 Years		-.090	.073	.967	-.32	.14
	40-44 Years		-.195	.074	.195	-.43	.04
	45-49 Years		-.078	.077	.991	-.32	.17
	55-59 Years		.034	.106	1.000	-.30	.37
	60-75 Years		-.071	.130	1.000	-.48	.34
55-59 Years	<20 Years		-.432	.309	.928	-1.41	.55
	20-24 Years		-.182	.126	.914	-.58	.22

	25-29 Years	-.126	.111	.981	-.48	.23
	30-34 Years	-.210	.109	.652	-.56	.14
	35-39 Years	-.124	.100	.965	-.44	.19
	40-44 Years	-.229	.100	.397	-.55	.09
	45-49 Years	-.112	.103	.985	-.44	.21
	50-54 Years	-.034	.106	1.000	-.37	.30
	60-75 Years	-.105	.146	.999	-.57	.36
60-75 Years	<20 Years	-.327	.318	.991	-1.34	.68
	20-24 Years	-.077	.146	1.000	-.54	.39
	25-29 Years	-.021	.133	1.000	-.44	.40
	30-34 Years	-.105	.132	.999	-.52	.31
	35-39 Years	-.019	.124	1.000	-.41	.38
	40-44 Years	-.125	.125	.992	-.52	.27
	45-49 Years	-.008	.127	1.000	-.41	.39
	50-54 Years	.071	.130	1.000	-.34	.48
	55-59 Years	.105	.146	.999	-.36	.57

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Communication ICT	<20 Years	20-24 Years	.432	.300	.915	-.52	1.38

		25-29 Years	.367	.294	.964	-.57	1.30
		30-34 Years	.346	.294	.976	-.59	1.28
		35-39 Years	.365	.291	.963	-.56	1.29
		40-44 Years	.321	.291	.984	-.60	1.24
		45-49 Years	.538	.292	.705	-.39	1.46
		50-54 Years	.407	.293	.930	-.52	1.34
		55-59 Years	.568	.300	.674	-.38	1.52
		60-75 Years	.212	.309	1.000	-.77	1.19
	20-24 Years	<20 Years	-.432	.300	.915	-1.38	.52
		25-29 Years	-.065	.108	1.000	-.41	.28
		30-34 Years	-.086	.106	.998	-.42	.25
		35-39 Years	-.067	.097	1.000	-.37	.24
		40-44 Years	-.110	.097	.981	-.42	.20
		45-49 Years	.107	.100	.987	-.21	.42
		50-54 Years	-.025	.103	1.000	-.35	.30
		55-59 Years	.136	.123	.983	-.25	.53
		60-75 Years	-.220	.142	.872	-.67	.23
25-29 Years	<20 Years	-.367	.294	.964	-1.30	.57	
	20-24 Years	.065	.108	1.000	-.28	.41	
	30-34 Years	-.022	.088	1.000	-.30	.26	
	35-39 Years	-.002	.077	1.000	-.25	.24	

	40-44		-.046	.078	1.000	-.29	.20
	Years						
	45-49		.171	.081	.511	-.08	.43
	Years						
	50-54		.040	.085	1.000	-.23	.31
	Years						
	55-59		.201	.108	.692	-.14	.54
	Years						
	60-75		-.156	.130	.972	-.57	.26
	Years						
30-34 Years	<20 Years		-.346	.294	.976	-1.28	.59
	20-24		.086	.106	.998	-.25	.42
	Years						
	25-29		.022	.088	1.000	-.26	.30
	Years						
	35-39		.019	.075	1.000	-.22	.26
	Years						
	40-44		-.024	.075	1.000	-.26	.21
	Years						
	45-49		.193	.078	.290	-.06	.44
	Years						
	50-54		.062	.083	.999	-.20	.32
	Years						
	55-59		.223	.106	.526	-.11	.56
	Years						
	60-75		-.134	.128	.989	-.54	.27
	Years						
35-39 Years	<20 Years		-.365	.291	.963	-1.29	.56
	20-24		.067	.097	1.000	-.24	.37
	Years						
	25-29		.002	.077	1.000	-.24	.25
	Years						
	30-34		-.019	.075	1.000	-.26	.22
	Years						
	40-44		-.044	.062	1.000	-.24	.15
	Years						
	45-49		.173	.066	.200	-.03	.38
	Years						
	50-54		.042	.071	1.000	-.18	.27
	Years						

	55-59	.203	.097	.531	-.10	.51
	Years					
	60-75	-.153	.121	.960	-.54	.23
	Years					
40-44 Years	<20 Years	-.321	.291	.984	-1.24	.60
	20-24	.110	.097	.981	-.20	.42
	Years					
	25-29	.046	.078	1.000	-.20	.29
	Years					
	30-34	.024	.075	1.000	-.21	.26
	Years					
	35-39	.044	.062	1.000	-.15	.24
	Years					
	45-49	.217 [*]	.066	.036	.01	.43
	Years					
	50-54	.086	.071	.973	-.14	.31
	Years					
	55-59	.247	.097	.251	-.06	.56
	Years					
	60-75	-.110	.121	.996	-.49	.27
	Years					
45-49 Years	<20 Years	-.538	.292	.705	-1.46	.39
	20-24	-.107	.100	.987	-.42	.21
	Years					
	25-29	-.171	.081	.511	-.43	.08
	Years					
	30-34	-.193	.078	.290	-.44	.06
	Years					
	35-39	-.173	.066	.200	-.38	.03
	Years					
	40-44	-.217 [*]	.066	.036	-.43	-.01
	Years					
	50-54	-.131	.075	.760	-.37	.11
	Years					
	55-59	.030	.100	1.000	-.29	.35
	Years					
	60-75	-.327	.123	.193	-.72	.06
	Years					
50-54	<20 Years	-.407	.293	.930	-1.34	.52

	Years	20-24	.025	.103	1.000	-.30	.35
		Years					
		25-29	-.040	.085	1.000	-.31	.23
		Years					
		30-34	-.062	.083	.999	-.32	.20
		Years					
		35-39	-.042	.071	1.000	-.27	.18
		Years					
		40-44	-.086	.071	.973	-.31	.14
		Years					
		45-49	.131	.075	.760	-.11	.37
		Years					
		55-59	.161	.103	.867	-.17	.49
		Years					
		60-75	-.196	.126	.870	-.59	.20
		Years					
55-59	<20 Years		-.568	.300	.674	-1.52	.38
Years		20-24	-.136	.123	.983	-.53	.25
		Years					
		25-29	-.201	.108	.692	-.54	.14
		Years					
		30-34	-.223	.106	.526	-.56	.11
		Years					
		35-39	-.203	.097	.531	-.51	.10
		Years					
		40-44	-.247	.097	.251	-.56	.06
		Years					
		45-49	-.030	.100	1.000	-.35	.29
		Years					
		50-54	-.161	.103	.867	-.49	.17
		Years					
		60-75	-.357	.142	.265	-.81	.09
		Years					
60-75	<20 Years		-.212	.309	1.000	-1.19	.77
Years		20-24	.220	.142	.872	-.23	.67
		Years					
		25-29	.156	.130	.972	-.26	.57
		Years					
		30-34	.134	.128	.989	-.27	.54
		Years					

	35-39	.153	.121	.960	-.23	.54
	Years					
	40-44	.110	.121	.996	-.27	.49
	Years					
	45-49	.327	.123	.193	-.06	.72
	Years					
	50-54	.196	.126	.870	-.20	.59
	Years					
	55-59	.357	.142	.265	-.09	.81
	Years					

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Leadership and mentoring	<20 Years	20-24 Years	.227	.340	1.000	-.85	1.30
		25-29 Years	.281	.333	.998	-.78	1.34
		30-34 Years	.199	.332	1.000	-.86	1.25
		35-39 Years	.411	.329	.964	-.63	1.45
		40-44 Years	.250	.329	.999	-.79	1.29
		45-49 Years	.451	.330	.937	-.60	1.50
		50-54 Years	.321	.331	.994	-.73	1.37
		55-59 Years	.409	.340	.972	-.67	1.49
		60-75 Years	.058	.349	1.000	-1.05	1.17
		20-24 Years	-.227	.340	1.000	-1.30	.85
		25-29 Years	.054	.122	1.000	-.33	.44
		30-34 Years	-.028	.120	1.000	-.41	.35

		35-39 Years	.184	.110	.811	-.16	.53
		40-44 Years	.023	.110	1.000	-.33	.37
		45-49 Years	.223	.113	.612	-.13	.58
		50-54 Years	.094	.117	.998	-.28	.46
		55-59 Years	.182	.139	.951	-.26	.62
		60-75 Years	-.170	.161	.989	-.68	.34
25-29 Years	<20 Years		-.281	.333	.998	-1.34	.78
	20-24 Years		-.054	.122	1.000	-.44	.33
	30-34 Years		-.081	.100	.998	-.40	.24
	35-39 Years		.130	.088	.898	-.15	.41
	40-44 Years		-.031	.088	1.000	-.31	.25
	45-49 Years		.170	.091	.694	-.12	.46
	50-54 Years		.041	.096	1.000	-.26	.35
	55-59 Years		.128	.122	.989	-.26	.51
	60-75 Years		-.223	.147	.883	-.69	.24
30-34 Years	<20 Years		-.199	.332	1.000	-1.25	.86
	20-24 Years		.028	.120	1.000	-.35	.41
	25-29 Years		.081	.100	.998	-.24	.40
	35-39 Years		.211	.085	.273	-.06	.48
	40-44 Years		.051	.085	1.000	-.22	.32
	45-49 Years		.251	.089	.126	-.03	.53

	50-54	.122	.094	.953	-.18	.42
	Years					
	55-59	.210	.120	.767	-.17	.59
	Years					
	60-75	-.142	.145	.993	-.60	.32
	Years					
35-39 Years	<20 Years	-.411	.329	.964	-1.45	.63
	20-24	-.184	.110	.811	-.53	.16
	Years					
	25-29	-.130	.088	.898	-.41	.15
	Years					
	30-34	-.211	.085	.273	-.48	.06
	Years					
	40-44	-.161	.070	.399	-.38	.06
	Years					
	45-49	.040	.074	1.000	-.20	.28
	Years					
	50-54	-.089	.080	.983	-.34	.17
	Years					
	55-59	-.002	.110	1.000	-.35	.35
	Years					
	60-75	-.353	.137	.227	-.79	.08
	Years					
40-44 Years	<20 Years	-.250	.329	.999	-1.29	.79
	20-24	-.023	.110	1.000	-.37	.33
	Years					
	25-29	.031	.088	1.000	-.25	.31
	Years					
	30-34	-.051	.085	1.000	-.32	.22
	Years					
	35-39	.161	.070	.399	-.06	.38
	Years					
	45-49	.201	.075	.183	-.04	.44
	Years					
	50-54	.071	.081	.997	-.19	.33
	Years					
	55-59	.159	.110	.913	-.19	.51
	Years					
	60-75	-.192	.137	.926	-.63	.24
	Years					

	45-49	<20 Years	-.451	.330	.937	-1.50	.60
	Years	20-24	-.223	.113	.612	-.58	.13
		Years					
		25-29	-.170	.091	.694	-.46	.12
		Years					
		30-34	-.251	.089	.126	-.53	.03
		Years					
		35-39	-.040	.074	1.000	-.28	.20
		Years					
		40-44	-.201	.075	.183	-.44	.04
		Years					
		50-54	-.129	.084	.879	-.40	.14
		Years					
		55-59	-.042	.113	1.000	-.40	.32
		Years					
		60-75	-.393	.139	.130	-.83	.05
		Years					
	50-54	<20 Years	-.321	.331	.994	-1.37	.73
	Years	20-24	-.094	.117	.998	-.46	.28
		Years					
		25-29	-.041	.096	1.000	-.35	.26
		Years					
		30-34	-.122	.094	.953	-.42	.18
		Years					
		35-39	.089	.080	.983	-.17	.34
		Years					
		40-44	-.071	.081	.997	-.33	.19
		Years					
		45-49	.129	.084	.879	-.14	.40
		Years					
		55-59	.088	.117	.999	-.28	.46
		Years					
		60-75	-.264	.143	.702	-.72	.19
		Years					
	55-59	<20 Years	-.409	.340	.972	-1.49	.67
	Years	20-24	-.182	.139	.951	-.62	.26
		Years					
		25-29	-.128	.122	.989	-.51	.26
		Years					

	30-34 Years		-.210	.120	.767	-.59	.17
	35-39 Years		.002	.110	1.000	-.35	.35
	40-44 Years		-.159	.110	.913	-.51	.19
	45-49 Years		.042	.113	1.000	-.32	.40
	50-54 Years		-.088	.117	.999	-.46	.28
	60-75 Years		-.351	.161	.469	-.86	.16
60-75 Years	<20 Years		-.058	.349	1.000	-1.17	1.05
	20-24 Years		.170	.161	.989	-.34	.68
	25-29 Years		.223	.147	.883	-.24	.69
	30-34 Years		.142	.145	.993	-.32	.60
	35-39 Years		.353	.137	.227	-.08	.79
	40-44 Years		.192	.137	.926	-.24	.63
	45-49 Years		.393	.139	.130	-.05	.83
	50-54 Years		.264	.143	.702	-.19	.72
	55-59 Years		.351	.161	.469	-.16	.86

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Accept guidance	<20 Years	20-24 Years	.159	.267	1.000	-.69	1.01
		25-29 Years	.133	.262	1.000	-.70	.96

	30-34 Years	.098	.262	1.000	-.73	.93
	35-39 Years	.158	.259	1.000	-.66	.98
	40-44 Years	.143	.259	1.000	-.68	.96
	45-49 Years	.290	.260	.983	-.53	1.11
	50-54 Years	.207	.261	.999	-.62	1.03
	55-59 Years	.341	.267	.959	-.51	1.19
	60-75 Years	.250	.275	.996	-.62	1.12
20-24 Years	<20 Years	-.159	.267	1.000	-1.01	.69
	25-29 Years	-.026	.096	1.000	-.33	.28
	30-34 Years	-.061	.094	1.000	-.36	.24
	35-39 Years	-.001	.086	1.000	-.28	.27
	40-44 Years	-.016	.087	1.000	-.29	.26
	45-49 Years	.131	.089	.901	-.15	.41
	50-54 Years	.048	.092	1.000	-.24	.34
	55-59 Years	.182	.109	.815	-.16	.53
	60-75 Years	.091	.127	.999	-.31	.49
25-29 Years	<20 Years	-.133	.262	1.000	-.96	.70
	20-24 Years	.026	.096	1.000	-.28	.33
	30-34 Years	-.034	.079	1.000	-.28	.22
	35-39 Years	.025	.069	1.000	-.19	.24
	40-44 Years	.010	.069	1.000	-.21	.23

	45-49 Years	.157	.072	.462	-.07	.39
	50-54 Years	.074	.076	.993	-.17	.31
	55-59 Years	.208	.096	.478	-.10	.51
	60-75 Years	.117	.115	.991	-.25	.48
30-34 Years	<20 Years	-.098	.262	1.000	-.93	.73
	20-24 Years	.061	.094	1.000	-.24	.36
	25-29 Years	.034	.079	1.000	-.22	.28
	35-39 Years	.060	.067	.997	-.15	.27
	40-44 Years	.045	.067	1.000	-.17	.26
	45-49 Years	.192	.070	.155	-.03	.41
	50-54 Years	.109	.074	.902	-.13	.34
	55-59 Years	.243	.094	.233	-.06	.54
	60-75 Years	.152	.114	.947	-.21	.51
35-39 Years	<20 Years	-.158	.259	1.000	-.98	.66
	20-24 Years	.001	.086	1.000	-.27	.28
	25-29 Years	-.025	.069	1.000	-.24	.19
	30-34 Years	-.060	.067	.997	-.27	.15
	40-44 Years	-.015	.055	1.000	-.19	.16
	45-49 Years	.132	.058	.418	-.05	.32
	50-54 Years	.049	.063	.999	-.15	.25
	55-59 Years	.183	.086	.516	-.09	.46

	60-75 Years	.092	.108	.998	-.25	.43
40-44 Years	<20 Years	-.143	.259	1.000	-.96	.68
	20-24 Years	.016	.087	1.000	-.26	.29
	25-29 Years	-.010	.069	1.000	-.23	.21
	30-34 Years	-.045	.067	1.000	-.26	.17
	35-39 Years	.015	.055	1.000	-.16	.19
	45-49 Years	.147	.059	.271	-.04	.33
	50-54 Years	.064	.064	.992	-.14	.27
	55-59 Years	.198	.087	.401	-.08	.47
	60-75 Years	.107	.108	.993	-.24	.45
45-49 Years	<20 Years	-.290	.260	.983	-1.11	.53
	20-24 Years	-.131	.089	.901	-.41	.15
	25-29 Years	-.157	.072	.462	-.39	.07
	30-34 Years	-.192	.070	.155	-.41	.03
	35-39 Years	-.132	.058	.418	-.32	.05
	40-44 Years	-.147	.059	.271	-.33	.04
	50-54 Years	-.083	.066	.964	-.29	.13
	55-59 Years	.051	.089	1.000	-.23	.33
	60-75 Years	-.040	.110	1.000	-.39	.31
50-54 Years	<20 Years	-.207	.261	.999	-1.03	.62
	20-24 Years	-.048	.092	1.000	-.34	.24

	25-29 Years	-.074	.076	.993	-.31	.17
	30-34 Years	-.109	.074	.902	-.34	.13
	35-39 Years	-.049	.063	.999	-.25	.15
	40-44 Years	-.064	.064	.992	-.27	.14
	45-49 Years	.083	.066	.964	-.13	.29
	55-59 Years	.134	.092	.909	-.16	.43
	60-75 Years	.043	.112	1.000	-.31	.40
55-59 Years	<20 Years	-.341	.267	.959	-1.19	.51
	20-24 Years	-.182	.109	.815	-.53	.16
	25-29 Years	-.208	.096	.478	-.51	.10
	30-34 Years	-.243	.094	.233	-.54	.06
	35-39 Years	-.183	.086	.516	-.46	.09
	40-44 Years	-.198	.087	.401	-.47	.08
	45-49 Years	-.051	.089	1.000	-.33	.23
	50-54 Years	-.134	.092	.909	-.43	.16
	60-75 Years	-.091	.127	.999	-.49	.31
60-75 Years	<20 Years	-.250	.275	.996	-1.12	.62
	20-24 Years	-.091	.127	.999	-.49	.31
	25-29 Years	-.117	.115	.991	-.48	.25
	30-34 Years	-.152	.114	.947	-.51	.21
	35-39 Years	-.092	.108	.998	-.43	.25

	40-44 Years	-.107	.108	.993	-.45	.24
	45-49 Years	.040	.110	1.000	-.31	.39
	50-54 Years	-.043	.112	1.000	-.40	.31
	55-59 Years	.091	.127	.999	-.31	.49

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Patients welfare	<20 Years	20-24 Years	.091	.287	1.000	-.82	1.00
		25-29 Years	-.006	.281	1.000	-.90	.89
		30-34 Years	-.017	.281	1.000	-.91	.87
		35-39 Years	.092	.278	1.000	-.79	.97
		40-44 Years	-.119	.278	1.000	-1.00	.76
		45-49 Years	.077	.278	1.000	-.81	.96
		50-54 Years	-.024	.280	1.000	-.91	.86
		55-59 Years	.159	.287	1.000	-.75	1.07
		60-75 Years	.077	.295	1.000	-.86	1.01
		20-24 Years	-.091	.287	1.000	-1.00	.82
		25-29 Years	-.097	.103	.995	-.42	.23
		30-34 Years	-.108	.101	.988	-.43	.21
		35-39 Years	.001	.093	1.000	-.29	.29

	40-44	-.210	.093	.417	-.50	.08
	Years					
	45-49	-.014	.095	1.000	-.32	.29
	Years					
	50-54	-.115	.099	.977	-.43	.20
	Years					
	55-59	.068	.117	1.000	-.30	.44
	Years					
	60-75	-.014	.136	1.000	-.44	.42
	Years					
25-29 Years	<20 Years	.006	.281	1.000	-.89	.90
	20-24	.097	.103	.995	-.23	.42
	Years					
	30-34	-.011	.084	1.000	-.28	.26
	Years					
	35-39	.098	.074	.947	-.14	.33
	Years					
	40-44	-.113	.074	.884	-.35	.12
	Years					
	45-49	.083	.077	.987	-.16	.33
	Years					
	50-54	-.018	.081	1.000	-.28	.24
	Years					
	55-59	.165	.103	.844	-.16	.49
	Years					
30-34 Years	60-75	.083	.124	1.000	-.31	.48
	Years					
	<20 Years	.017	.281	1.000	-.87	.91
	20-24	.108	.101	.988	-.21	.43
	Years					
	25-29	.011	.084	1.000	-.26	.28
	Years					
	35-39	.109	.072	.884	-.12	.34
	Years					
	40-44	-.102	.072	.921	-.33	.13
	Years					
	45-49	.093	.075	.964	-.14	.33
	Years					
	50-54	-.007	.079	1.000	-.26	.24
	Years					

	55-59 Years	.176	.101	.772	-.14	.50
	60-75 Years	.094	.122	.999	-.29	.48
35-39 Years	<20 Years	-.092	.278	1.000	-.97	.79
	20-24 Years	-.001	.093	1.000	-.29	.29
	25-29 Years	-.098	.074	.947	-.33	.14
	30-34 Years	-.109	.072	.884	-.34	.12
	40-44 Years	-.211 ⁺	.059	.015	-.40	-.02
	45-49 Years	-.015	.063	1.000	-.21	.18
	50-54 Years	-.116	.068	.792	-.33	.10
	55-59 Years	.067	.093	.999	-.23	.36
	60-75 Years	-.015	.115	1.000	-.38	.35
40-44 Years	<20 Years	.119	.278	1.000	-.76	1.00
	20-24 Years	.210	.093	.417	-.08	.50
	25-29 Years	.113	.074	.884	-.12	.35
	30-34 Years	.102	.072	.921	-.13	.33
	35-39 Years	.211 ⁺	.059	.015	.02	.40
	45-49 Years	.196	.063	.062	.00	.40
	50-54 Years	.095	.068	.929	-.12	.31
	55-59 Years	.278	.093	.084	-.02	.57
	60-75 Years	.196	.116	.799	-.17	.56
45-49 Years	<20 Years	-.077	.278	1.000	-.96	.81

	20-24 Years	.014	.095	1.000	-.29	.32
	25-29 Years	-.083	.077	.987	-.33	.16
	30-34 Years	-.093	.075	.964	-.33	.14
	35-39 Years	.015	.063	1.000	-.18	.21
	40-44 Years	-.196	.063	.062	-.40	.00
	50-54 Years	-.100	.071	.924	-.33	.13
	55-59 Years	.082	.095	.997	-.22	.38
	60-75 Years	.000	.117	1.000	-.37	.37
	50-54 Years <20 Years	.024	.280	1.000	-.86	.91
	20-24 Years	.115	.099	.977	-.20	.43
	25-29 Years	.018	.081	1.000	-.24	.28
	30-34 Years	.007	.079	1.000	-.24	.26
	35-39 Years	.116	.068	.792	-.10	.33
	40-44 Years	-.095	.068	.929	-.31	.12
	45-49 Years	.100	.071	.924	-.13	.33
	55-59 Years	.183	.099	.699	-.13	.50
	60-75 Years	.101	.120	.998	-.28	.48
	55-59 Years <20 Years	-.159	.287	1.000	-1.07	.75
	20-24 Years	-.068	.117	1.000	-.44	.30
	25-29 Years	-.165	.103	.844	-.49	.16
	30-34 Years	-.176	.101	.772	-.50	.14

	35-39 Years		-.067	.093	.999	-.36	.23
	40-44 Years		-.278	.093	.084	-.57	.02
	45-49 Years		-.082	.095	.997	-.38	.22
	50-54 Years		-.183	.099	.699	-.50	.13
	60-75 Years		-.082	.136	1.000	-.51	.35
60-75 Years	<20 Years		-.077	.295	1.000	-1.01	.86
	20-24 Years		.014	.136	1.000	-.42	.44
	25-29 Years		-.083	.124	1.000	-.48	.31
	30-34 Years		-.094	.122	.999	-.48	.29
	35-39 Years		.015	.115	1.000	-.35	.38
	40-44 Years		-.196	.116	.799	-.56	.17
	45-49 Years		.000	.117	1.000	-.37	.37
	50-54 Years		-.101	.120	.998	-.48	.28
	55-59 Years		.082	.136	1.000	-.35	.51

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Broader health system	<20 Years	20-24 Years	.295	.291	.991	-.63	1.22
		25-29 Years	.281	.285	.993	-.62	1.19
		30-34 Years	.244	.285	.998	-.66	1.15

		35-39 Years	.279	.282	.993	-.61	1.17
		40-44 Years	.167	.282	1.000	-.73	1.06
		45-49 Years	.385	.282	.938	-.51	1.28
		50-54 Years	.283	.284	.992	-.62	1.18
		55-59 Years	.455	.291	.865	-.47	1.38
		60-75 Years	.404	.299	.941	-.54	1.35
		20-24 Years	-0.295	.291	.991	-1.22	.63
		25-29 Years	-.015	.104	1.000	-.35	.32
		30-34 Years	-.051	.103	1.000	-.38	.27
		35-39 Years	-.017	.094	1.000	-.31	.28
		40-44 Years	-.129	.094	.937	-.43	.17
		45-49 Years	.090	.096	.996	-.22	.40
		50-54 Years	-.012	.100	1.000	-.33	.31
		55-59 Years	.159	.119	.944	-.22	.54
		60-75 Years	.108	.138	.999	-.33	.55
		25-29 Years	-.281	.285	.993	-1.19	.62
		20-24 Years	.015	.104	1.000	-.32	.35
		30-34 Years	-.036	.085	1.000	-.31	.23
		35-39 Years	-.002	.075	1.000	-.24	.24
		40-44 Years	-.114	.075	.886	-.35	.12
		45-49 Years	.104	.078	.945	-.14	.35

	50-54 Years	.002	.082	1.000	-.26	.26
	55-59 Years	.174	.104	.814	-.16	.50
	60-75 Years	.123	.125	.993	-.28	.52
30-34 Years	<20 Years	-.244	.285	.998	-1.15	.66
	20-24 Years	.051	.103	1.000	-.27	.38
	25-29 Years	.036	.085	1.000	-.23	.31
	35-39 Years	.034	.073	1.000	-.20	.26
	40-44 Years	-.078	.073	.988	-.31	.15
	45-49 Years	.141	.076	.699	-.10	.38
	50-54 Years	.039	.080	1.000	-.22	.29
	55-59 Years	.210	.103	.565	-.12	.54
	60-75 Years	.159	.124	.957	-.23	.55
35-39 Years	<20 Years	-.279	.282	.993	-1.17	.61
	20-24 Years	.017	.094	1.000	-.28	.31
	25-29 Years	.002	.075	1.000	-.24	.24
	30-34 Years	-.034	.073	1.000	-.26	.20
	40-44 Years	-.112	.060	.696	-.30	.08
	45-49 Years	.106	.064	.811	-.10	.31
	50-54 Years	.005	.069	1.000	-.21	.22
	55-59 Years	.176	.094	.689	-.12	.47
	60-75 Years	.125	.117	.988	-.25	.50

	40-44	<20 Years	-.167	.282	1.000	-1.06	.73
	Years	20-24	.129	.094	.937	-.17	.43
		Years					
		25-29	.114	.075	.886	-.12	.35
		Years					
		30-34	.078	.073	.988	-.15	.31
		Years					
		35-39	.112	.060	.696	-.08	.30
		Years					
		45-49	.218 ⁺	.064	.024	.02	.42
		Years					
		50-54	.117	.069	.804	-.10	.34
		Years					
		55-59	.288	.094	.071	-.01	.59
		Years					
		60-75	.237	.117	.584	-.14	.61
		Years					
	45-49	<20 Years	-.385	.282	.938	-1.28	.51
	Years	20-24	-.090	.096	.996	-.40	.22
		Years					
		25-29	-.104	.078	.945	-.35	.14
		Years					
		30-34	-.141	.076	.699	-.38	.10
		Years					
		35-39	-.106	.064	.811	-.31	.10
		Years					
		40-44	-.218 ⁺	.064	.024	-.42	-.02
		Years					
		50-54	-.102	.072	.925	-.33	.13
		Years					
		55-59	.070	.096	.999	-.24	.38
		Years					
		60-75	.019	.119	1.000	-.36	.40
		Years					
	50-54	<20 Years	-.283	.284	.992	-1.18	.62
	Years	20-24	.012	.100	1.000	-.31	.33
		Years					
		25-29	-.002	.082	1.000	-.26	.26
		Years					

		30-34 Years	-.039	.080	1.000	-.29	.22
		35-39 Years	-.005	.069	1.000	-.22	.21
		40-44 Years	-.117	.069	.804	-.34	.10
		45-49 Years	.102	.072	.925	-.13	.33
		55-59 Years	.171	.100	.788	-.15	.49
		60-75 Years	.121	.122	.993	-.27	.51
		55-59 Years	-.455	.291	.865	-1.38	.47
		20-24 Years	-.159	.119	.944	-.54	.22
		25-29 Years	-.174	.104	.814	-.50	.16
		30-34 Years	-.210	.103	.565	-.54	.12
		35-39 Years	-.176	.094	.689	-.47	.12
		40-44 Years	-.288	.094	.071	-.59	.01
		45-49 Years	-.070	.096	.999	-.38	.24
		50-54 Years	-.171	.100	.788	-.49	.15
		60-75 Years	-.051	.138	1.000	-.49	.39
		60-75 Years	-.404	.299	.941	-1.35	.54
		20-24 Years	-.108	.138	.999	-.55	.33
		25-29 Years	-.123	.125	.993	-.52	.28
		30-34 Years	-.159	.124	.957	-.55	.23
		35-39 Years	-.125	.117	.988	-.50	.25
		40-44 Years	-.237	.117	.584	-.61	.14

45-49 Years	-.019	.119	1.000	-.40	.36
50-54 Years	-.121	.122	.993	-.51	.27
55-59 Years	.051	.138	1.000	-.39	.49

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Value teamwork	<20 Years	20-24 Years	.045	.262	1.000	-.78	.88
		25-29 Years	.145	.257	1.000	-.67	.96
		30-34 Years	.076	.256	1.000	-.74	.89
		35-39 Years	.141	.254	1.000	-.66	.94
		40-44 Years	.125	.254	1.000	-.68	.93
		45-49 Years	.327	.254	.957	-.48	1.13
		50-54 Years	.255	.255	.992	-.56	1.06
		55-59 Years	.227	.262	.997	-.60	1.06
		60-75 Years	.173	.269	1.000	-.68	1.03
	20-24 Years	<20 Years	-.045	.262	1.000	-.88	.78
		25-29 Years	.100	.094	.988	-.20	.40
		30-34 Years	.030	.092	1.000	-.26	.32
		35-39 Years	.095	.085	.982	-.17	.36
		40-44 Years	.080	.085	.995	-.19	.35

	45-49 Years	.281 ⁺	.087	.041	.01	.56
	50-54 Years	.209	.090	.374	-.08	.49
	55-59 Years	.182	.107	.795	-.16	.52
	60-75 Years	.128	.124	.990	-.27	.52
25-29 Years	<20 Years	-.145	.257	1.000	-.96	.67
	20-24 Years	-.100	.094	.988	-.40	.20
	30-34 Years	-.069	.077	.996	-.31	.17
	35-39 Years	-.004	.067	1.000	-.22	.21
	40-44 Years	-.020	.068	1.000	-.24	.20
	45-49 Years	.182	.070	.227	-.04	.40
	50-54 Years	.110	.074	.900	-.13	.34
	55-59 Years	.082	.094	.997	-.22	.38
	60-75 Years	.028	.113	1.000	-.33	.39
30-34 Years	<20 Years	-.076	.256	1.000	-.89	.74
	20-24 Years	-.030	.092	1.000	-.32	.26
	25-29 Years	.069	.077	.996	-.17	.31
	35-39 Years	.065	.065	.993	-.14	.27
	40-44 Years	.049	.066	.999	-.16	.26
	45-49 Years	.251 ⁺	.068	.009	.03	.47
	50-54 Years	.179	.072	.282	-.05	.41
	55-59 Years	.151	.092	.829	-.14	.44

	60-75 Years	.097	.112	.997	-.26	.45
35-39 Years	<20 Years	-.141	.254	1.000	-.94	.66
	20-24 Years	-.095	.085	.982	-.36	.17
	25-29 Years	.004	.067	1.000	-.21	.22
	30-34 Years	-.065	.065	.993	-.27	.14
	40-44 Years	-.016	.054	1.000	-.19	.16
	45-49 Years	.186 ⁺	.057	.040	.00	.37
	50-54 Years	.114	.062	.710	-.08	.31
	55-59 Years	.086	.085	.991	-.18	.35
	60-75 Years	.032	.105	1.000	-.30	.37
40-44 Years	<20 Years	-.125	.254	1.000	-.93	.68
	20-24 Years	-.080	.085	.995	-.35	.19
	25-29 Years	.020	.068	1.000	-.20	.24
	30-34 Years	-.049	.066	.999	-.26	.16
	35-39 Years	.016	.054	1.000	-.16	.19
	45-49 Years	.202 ⁺	.058	.018	.02	.38
	50-54 Years	.130	.062	.542	-.07	.33
	55-59 Years	.102	.085	.972	-.17	.37
	60-75 Years	.048	.106	1.000	-.29	.38
45-49 Years	<20 Years	-.327	.254	.957	-1.13	.48
	20-24 Years	-.281 ⁺	.087	.041	-.56	-.01

	25-29 Years	-.182	.070	.227	-.40	.04
	30-34 Years	-.251 ⁺	.068	.009	-.47	-.03
	35-39 Years	-.186 ⁺	.057	.040	-.37	.00
	40-44 Years	-.202 ⁺	.058	.018	-.38	-.02
	50-54 Years	-.072	.065	.984	-.28	.13
	55-59 Years	-.099	.087	.980	-.37	.18
	60-75 Years	-.154	.107	.917	-.49	.19
	50-54 Years <20 Years	-.255	.255	.992	-1.06	.56
	20-24 Years	-.209	.090	.374	-.49	.08
	25-29 Years	-.110	.074	.900	-.34	.13
	30-34 Years	-.179	.072	.282	-.41	.05
	35-39 Years	-.114	.062	.710	-.31	.08
	40-44 Years	-.130	.062	.542	-.33	.07
	45-49 Years	.072	.065	.984	-.13	.28
	55-59 Years	-.027	.090	1.000	-.31	.26
	60-75 Years	-.082	.110	.999	-.43	.27
	55-59 Years <20 Years	-.227	.262	.997	-1.06	.60
	20-24 Years	-.182	.107	.795	-.52	.16
	25-29 Years	-.082	.094	.997	-.38	.22
	30-34 Years	-.151	.092	.829	-.44	.14
	35-39 Years	-.086	.085	.991	-.35	.18

	40-44 Years					
		-.102	.085	.972	-.37	.17
	45-49 Years					
		.099	.087	.980	-.18	.37
	50-54 Years					
		.027	.090	1.000	-.26	.31
	60-75 Years					
		-.054	.124	1.000	-.45	.34
60-75 Years	<20 Years	-.173	.269	1.000	-1.03	.68
	20-24 Years	-.128	.124	.990	-.52	.27
	25-29 Years	-.028	.113	1.000	-.39	.33
	30-34 Years	-.097	.112	.997	-.45	.26
	35-39 Years	-.032	.105	1.000	-.37	.30
	40-44 Years	-.048	.106	1.000	-.38	.29
	45-49 Years	.154	.107	.917	-.19	.49
	50-54 Years	.082	.110	.999	-.27	.43
	55-59 Years	.054	.124	1.000	-.34	.45

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Code of ethics	<20 Years	20-24 Years	.227	.258	.997	-.59	1.05
		25-29 Years	.096	.253	1.000	-.71	.90
		30-34 Years	.065	.253	1.000	-.74	.87
		35-39 Years	.124	.250	1.000	-.67	.92
		40-44 Years	.030	.250	1.000	-.76	.82
		45-49 Years	.144	.251	1.000	-.65	.94
		50-54 Years	.045	.252	1.000	-.75	.84
		55-59 Years	.205	.258	.999	-.61	1.02

		60-75 Years	.019	.265	1.000	-.82	.86
20-24 Years	<20 Years	20-24 Years	-.227	.258	.997	-1.05	.59
		25-29 Years	-.132	.093	.920	-.43	.16
		30-34 Years	-.163	.091	.744	-.45	.13
		35-39 Years	-.104	.083	.965	-.37	.16
		40-44 Years	-.198	.084	.351	-.46	.07
		45-49 Years	-.083	.086	.994	-.35	.19
		50-54 Years	-.182	.089	.562	-.46	.10
		55-59 Years	-.023	.105	1.000	-.36	.31
		60-75 Years	-.208	.122	.794	-.60	.18
25-29 Years	<20 Years	25-29 Years	-.096	.253	1.000	-.90	.71
		20-24 Years	.132	.093	.920	-.16	.43
		30-34 Years	-.031	.076	1.000	-.27	.21
		35-39 Years	.028	.066	1.000	-.18	.24
		40-44 Years	-.066	.067	.993	-.28	.15
		45-49 Years	.048	.069	1.000	-.17	.27
		50-54 Years	-.050	.073	1.000	-.28	.18
		55-59 Years	.109	.093	.976	-.18	.40
		60-75 Years	-.076	.111	1.000	-.43	.28
30-34 Years	<20 Years	30-34 Years	-.065	.253	1.000	-.87	.74
		20-24 Years	.163	.091	.744	-.13	.45
		25-29 Years	.031	.076	1.000	-.21	.27
		35-39 Years	.059	.064	.996	-.15	.26
		40-44 Years	-.035	.065	1.000	-.24	.17
		45-49 Years	.080	.067	.975	-.13	.29
		50-54 Years	-.019	.071	1.000	-.25	.21
		55-59 Years	.140	.091	.877	-.15	.43
		60-75 Years	-.045	.110	1.000	-.39	.30
35-39 Years	<20 Years	35-39 Years	-.124	.250	1.000	-.92	.67
		20-24 Years	.104	.083	.965	-.16	.37
		25-29 Years	-.028	.066	1.000	-.24	.18
		30-34 Years	-.059	.064	.996	-.26	.15
		40-44 Years	-.094	.053	.763	-.26	.08
		45-49 Years	.021	.056	1.000	-.16	.20
		50-54 Years	-.078	.061	.957	-.27	.12
		55-59 Years	.081	.083	.994	-.18	.35
		60-75 Years	-.104	.104	.992	-.43	.23
40-44 Years		<20 Years	-.030	.250	1.000	-.82	.76

	20-24 Years	.198	.084	.351	-.07	.46
	25-29 Years	.066	.067	.993	-.15	.28
	30-34 Years	.035	.065	1.000	-.17	.24
	35-39 Years	.094	.053	.763	-.08	.26
	45-49 Years	.114	.057	.591	-.07	.29
	50-54 Years	.015	.061	1.000	-.18	.21
	55-59 Years	.175	.084	.536	-.09	.44
	60-75 Years	-.011	.104	1.000	-.34	.32
45-49 Years	<20 Years	-.144	.251	1.000	-.94	.65
	20-24 Years	.083	.086	.994	-.19	.35
	25-29 Years	-.048	.069	1.000	-.27	.17
	30-34 Years	-.080	.067	.975	-.29	.13
	35-39 Years	-.021	.056	1.000	-.20	.16
	40-44 Years	-.114	.057	.591	-.29	.07
	50-54 Years	-.099	.064	.874	-.30	.10
	55-59 Years	.060	.086	.999	-.21	.33
	60-75 Years	-.125	.106	.975	-.46	.21
50-54 Years	<20 Years	-.045	.252	1.000	-.84	.75
	20-24 Years	.182	.089	.562	-.10	.46
	25-29 Years	.050	.073	1.000	-.18	.28
	30-34 Years	.019	.071	1.000	-.21	.25
	35-39 Years	.078	.061	.957	-.12	.27
	40-44 Years	-.015	.061	1.000	-.21	.18
	45-49 Years	.099	.064	.874	-.10	.30
	55-59 Years	.159	.089	.738	-.12	.44
	60-75 Years	-.026	.108	1.000	-.37	.32
55-59 Years	<20 Years	-.205	.258	.999	-1.02	.61
	20-24 Years	.023	.105	1.000	-.31	.36
	25-29 Years	-.109	.093	.976	-.40	.18
	30-34 Years	-.140	.091	.877	-.43	.15
	35-39 Years	-.081	.083	.994	-.35	.18
	40-44 Years	-.175	.084	.536	-.44	.09
	45-49 Years	-.060	.086	.999	-.33	.21
	50-54 Years	-.159	.089	.738	-.44	.12
	60-75 Years	-.185	.122	.886	-.57	.20
60-75 Years	<20 Years	-.019	.265	1.000	-.86	.82
	20-24 Years	.208	.122	.794	-.18	.60
	25-29 Years	.076	.111	1.000	-.28	.43

30-34 Years	.045	.110	1.000	-.30	.39
35-39 Years	.104	.104	.992	-.23	.43
40-44 Years	.011	.104	1.000	-.32	.34
45-49 Years	.125	.106	.975	-.21	.46
50-54 Years	.026	.108	1.000	-.32	.37
55-59 Years	.185	.122	.886	-.20	.57

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Ethical and legal boundaries	<20 Years	20-24 Years	.159	.241	1.000	-.61	.92
		25-29 Years	.009	.237	1.000	-.74	.76
		30-34 Years	-.081	.236	1.000	-.83	.67
		35-39 Years	.049	.234	1.000	-.69	.79
		40-44 Years	.012	.234	1.000	-.73	.75
		45-49 Years	.115	.235	1.000	-.63	.86
		50-54 Years	.112	.236	1.000	-.64	.86
		55-59 Years	.182	.241	.999	-.58	.95
		60-75 Years	.019	.248	1.000	-.77	.81
	20-24 Years	<20 Years	-.159	.241	1.000	-.92	.61
		25-29 Years	-.150	.087	.778	-.42	.12
		30-34 Years	-.241	.085	.130	-.51	.03
		35-39 Years	-.110	.078	.923	-.36	.14
		40-44 Years	-.147	.078	.683	-.40	.10

	45-49 Years	-.044	.080	1.000	-.30	.21
	50-54 Years	-.047	.083	1.000	-.31	.22
	55-59 Years	.023	.099	1.000	-.29	.34
	60-75 Years	-.140	.114	.969	-.50	.22
25-29 Years	<20 Years	-.009	.237	1.000	-.76	.74
	20-24 Years	.150	.087	.778	-.12	.42
	30-34 Years	-.091	.071	.958	-.32	.13
	35-39 Years	.040	.062	1.000	-.16	.24
	40-44 Years	.003	.063	1.000	-.20	.20
	45-49 Years	.106	.065	.833	-.10	.31
	50-54 Years	.103	.068	.892	-.11	.32
	55-59 Years	.173	.087	.604	-.10	.45
	60-75 Years	.010	.104	1.000	-.32	.34
30-34 Years	<20 Years	.081	.236	1.000	-.67	.83
	20-24 Years	.241	.085	.130	-.03	.51
	25-29 Years	.091	.071	.958	-.13	.32
	35-39 Years	.130	.060	.483	-.06	.32
	40-44 Years	.093	.061	.876	-.10	.29
	45-49 Years	.196	.063	.058	.00	.40
	50-54 Years	.193	.067	.106	-.02	.40
	55-59 Years	.263	.085	.064	-.01	.53

		60-75 Years	.101	.103	.993	-.23	.43
35-39 Years	<20 Years		-.049	.234	1.000	-.79	.69
	20-24 Years		.110	.078	.923	-.14	.36
	25-29 Years		-.040	.062	1.000	-.24	.16
	30-34 Years		-.130	.060	.483	-.32	.06
	40-44 Years		-.037	.050	.999	-.20	.12
	45-49 Years		.066	.053	.964	-.10	.23
	50-54 Years		.063	.057	.984	-.12	.24
	55-59 Years		.133	.078	.793	-.11	.38
	60-75 Years		-.030	.097	1.000	-.34	.28
40-44 Years	<20 Years		-.012	.234	1.000	-.75	.73
	20-24 Years		.147	.078	.683	-.10	.40
	25-29 Years		-.003	.063	1.000	-.20	.20
	30-34 Years		-.093	.061	.876	-.29	.10
	35-39 Years		.037	.050	.999	-.12	.20
	45-49 Years		.103	.053	.644	-.07	.27
	50-54 Years		.100	.058	.773	-.08	.28
	55-59 Years		.170	.078	.478	-.08	.42
	60-75 Years		.007	.097	1.000	-.30	.32
45-49 Years	<20 Years		-.115	.235	1.000	-.86	.63
	20-24 Years		.044	.080	1.000	-.21	.30

		25-29 Years	-.106	.065	.833	-.31	.10
		30-34 Years	-.196	.063	.058	-.40	.00
		35-39 Years	-.066	.053	.964	-.23	.10
		40-44 Years	-.103	.053	.644	-.27	.07
		50-54 Years	-.003	.060	1.000	-.19	.19
		55-59 Years	.067	.080	.998	-.19	.32
		60-75 Years	-.096	.099	.994	-.41	.22
		50-54 Years	-.112	.236	1.000	-.86	.64
		20-24 Years	.047	.083	1.000	-.22	.31
		25-29 Years	-.103	.068	.892	-.32	.11
		30-34 Years	-.193	.067	.106	-.40	.02
		35-39 Years	-.063	.057	.984	-.24	.12
		40-44 Years	-.100	.058	.773	-.28	.08
		45-49 Years	.003	.060	1.000	-.19	.19
		55-59 Years	.070	.083	.998	-.19	.33
		60-75 Years	-.093	.101	.996	-.41	.23
		55-59 Years	-.182	.241	.999	-.95	.58
		20-24 Years	-.023	.099	1.000	-.34	.29
		25-29 Years	-.173	.087	.604	-.45	.10
		30-34 Years	-.263	.085	.064	-.53	.01
		35-39 Years	-.133	.078	.793	-.38	.11

	40-44 Years					
	45-49 Years					
	50-54 Years					
	60-75 Years					
60-75 Years	<20 Years					
	20-24 Years					
	25-29 Years					
	30-34 Years					
	35-39 Years					
	40-44 Years					
	45-49 Years					
	50-54 Years					
	55-59 Years					

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Caring and empathic	<20 Years	20-24 Years	-.068	.273	1.000	-.93	.80
		25-29 Years	.068	.267	1.000	-.78	.92
		30-34 Years	-.118	.267	1.000	-.96	.73
		35-39 Years	.034	.264	1.000	-.80	.87

		40-44 Years	-.137	.264	1.000	-.97	.70
		45-49 Years	.011	.265	1.000	-.83	.85
		50-54 Years	-.062	.266	1.000	-.91	.78
		55-59 Years	-.068	.273	1.000	-.93	.80
		60-75 Years	.231	.280	.998	-.66	1.12
		20-24 Years	.068	.273	1.000	-.80	.93
		<20 Years	.136	.098	.930	-.17	.45
		25-29 Years	-.050	.096	1.000	-.35	.26
		30-34 Years	.103	.088	.977	-.18	.38
		35-39 Years	-.069	.088	.999	-.35	.21
		40-44 Years	.079	.090	.997	-.21	.37
		45-49 Years	.006	.094	1.000	-.29	.30
		50-54 Years	.000	.111	1.000	-.35	.35
		55-59 Years	.299	.129	.380	-.11	.71
		60-75 Years	-.068	.267	1.000	-.92	.78
		<20 Years	-.136	.098	.930	-.45	.17
		20-24 Years	-.186	.080	.377	-.44	.07
		30-34 Years	-.033	.070	1.000	-.26	.19
		35-39 Years	-.205	.071	.107	-.43	.02
		40-44 Years	-.057	.073	.999	-.29	.18
		45-49 Years	-.130	.077	.806	-.37	.12
		50-54 Years					

	Years	20-24	.069	.088	.999	-.21	.35
		Years					
		25-29	.205	.071	.107	-.02	.43
		Years					
		30-34	.019	.068	1.000	-.20	.24
		Years					
		35-39	.171	.056	.074	-.01	.35
		Years					
		45-49	.148	.060	.291	-.04	.34
		Years					
		50-54	.075	.065	.979	-.13	.28
		Years					
		55-59	.069	.088	.999	-.21	.35
		Years					
		60-75	.368*	.110	.029	.02	.72
		Years					
	45-49	<20 Years	-.011	.265	1.000	-.85	.83
	Years	20-24	-.079	.090	.997	-.37	.21
		Years					
		25-29	.057	.073	.999	-.18	.29
		Years					
		30-34	-.129	.071	.726	-.35	.10
		Years					
		35-39	.024	.060	1.000	-.17	.21
		Years					
		40-44	-.148	.060	.291	-.34	.04
		Years					
		50-54	-.073	.068	.987	-.29	.14
		Years					
		55-59	-.079	.090	.997	-.37	.21
		Years					
		60-75	.220	.112	.621	-.13	.57
		Years					
	50-54	<20 Years	.062	.266	1.000	-.78	.91
	Years	20-24	-.006	.094	1.000	-.30	.29
		Years					
		25-29	.130	.077	.806	-.12	.37
		Years					
		30-34	-.056	.075	.999	-.29	.18
		Years					

	35-39 Years	.096	.064	.894	-.11	.30
	40-44 Years	-.075	.065	.979	-.28	.13
	45-49 Years	.073	.068	.987	-.14	.29
	55-59 Years	-.006	.094	1.000	-.30	.29
	60-75 Years	.293	.114	.239	-.07	.66
	55-59 Years	.068	.273	1.000	-.80	.93
	<20 Years	.000	.111	1.000	-.35	.35
	20-24 Years	.136	.098	.930	-.17	.45
	25-29 Years	-.050	.096	1.000	-.35	.26
	30-34 Years	.103	.088	.977	-.18	.38
	35-39 Years	-.069	.088	.999	-.35	.21
	40-44 Years	.079	.090	.997	-.21	.37
	45-49 Years	.006	.094	1.000	-.29	.30
	50-54 Years	.299	.129	.380	-.11	.71
	60-75 Years	-.231	.280	.998	-1.12	.66
	<20 Years	-.299	.129	.380	-.71	.11
	20-24 Years	-.163	.118	.932	-.54	.21
	25-29 Years	-.349	.116	.083	-.72	.02
	30-34 Years	-.196	.110	.742	-.54	.15
	35-39 Years	-.368 ⁺	.110	.029	-.72	-.02
	40-44 Years	-.220	.112	.621	-.57	.13
	45-49 Years					

50-54 Years	-.293	.114	.239	-.66	.07
55-59 Years	-.299	.129	.380	-.71	.11

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Self-directed	<20 Years	20-24 Years	.591	.358	.822	-.54	1.73
		25-29 Years	.444	.351	.961	-.67	1.56
		30-34 Years	.528	.350	.889	-.58	1.64
		35-39 Years	.776	.346	.431	-.32	1.87
		40-44 Years	.446	.347	.956	-.65	1.55
		45-49 Years	.635	.348	.718	-.47	1.74
		50-54 Years	.724	.349	.547	-.38	1.83
		55-59 Years	.705	.358	.621	-.43	1.84
		60-75 Years	.615	.368	.811	-.55	1.78
	20-24 Years	<20 Years	-.591	.358	.822	-1.73	.54
		25-29 Years	-.146	.128	.980	-.55	.26
		30-34 Years	-.063	.126	1.000	-.46	.34
		35-39 Years	.185	.116	.848	-.18	.55
		40-44 Years	-.144	.116	.965	-.51	.22
		45-49 Years	.044	.119	1.000	-.33	.42
		50-54 Years	.133	.123	.987	-.26	.52
		55-59 Years	.114	.146	.999	-.35	.58
		60-75 Years	.024	.169	1.000	-.51	.56
	25-29 Years	<20 Years	-.444	.351	.961	-1.56	.67
		20-24 Years	.146	.128	.980	-.26	.55
		30-34 Years	.084	.105	.999	-.25	.42
		35-39 Years	.331*	.092	.013	.04	.62
		40-44 Years	.002	.093	1.000	-.29	.30
		45-49 Years	.191	.096	.610	-.11	.50
		50-54 Years	.279	.101	.153	-.04	.60
		55-59 Years	.260	.128	.580	-.15	.67
		60-75 Years	.171	.154	.984	-.32	.66
	30-34 Years	<20 Years	-.528	.350	.889	-1.64	.58

	20-24 Years	.063	.126	1.000	-.34	.46
	25-29 Years	-.084	.105	.999	-.42	.25
	35-39 Years	.248	.089	.147	-.04	.53
	40-44 Years	-.082	.090	.996	-.37	.20
	45-49 Years	.107	.093	.980	-.19	.40
	50-54 Years	.196	.099	.612	-.12	.51
	55-59 Years	.176	.126	.928	-.22	.58
	60-75 Years	.087	.153	1.000	-.40	.57
35-39 Years	<20 Years	-.776	.346	.431	-1.87	.32
	20-24 Years	-.185	.116	.848	-.55	.18
	25-29 Years	-.331 ⁺	.092	.013	-.62	-.04
	30-34 Years	-.248	.089	.147	-.53	.04
	40-44 Years	-.329 ⁺	.074	.000	-.56	-.09
	45-49 Years	-.141	.078	.736	-.39	.11
	50-54 Years	-.052	.085	1.000	-.32	.22
	55-59 Years	-.071	.116	1.000	-.44	.30
	60-75 Years	-.160	.144	.983	-.62	.30
40-44 Years	<20 Years	-.446	.347	.956	-1.55	.65
	20-24 Years	.144	.116	.965	-.22	.51
	25-29 Years	-.002	.093	1.000	-.30	.29
	30-34 Years	.082	.090	.996	-.20	.37
	35-39 Years	.329 ⁺	.074	.000	.09	.56
	45-49 Years	.189	.079	.332	-.06	.44
	50-54 Years	.277 ⁺	.085	.039	.01	.55
	55-59 Years	.258	.116	.441	-.11	.63
	60-75 Years	.169	.144	.977	-.29	.63
45-49 Years	<20 Years	-.635	.348	.718	-1.74	.47
	20-24 Years	-.044	.119	1.000	-.42	.33
	25-29 Years	-.191	.096	.610	-.50	.11
	30-34 Years	-.107	.093	.980	-.40	.19
	35-39 Years	.141	.078	.736	-.11	.39
	40-44 Years	-.189	.079	.332	-.44	.06
	50-54 Years	.089	.089	.992	-.19	.37
	55-59 Years	.070	.119	1.000	-.31	.45
	60-75 Years	-.020	.147	1.000	-.48	.45
50-54 Years	<20 Years	-.724	.349	.547	-1.83	.38
	20-24 Years	-.133	.123	.987	-.52	.26
	25-29 Years	-.279	.101	.153	-.60	.04

	30-34 Years	-.196	.099	.612	-.51	.12
	35-39 Years	.052	.085	1.000	-.22	.32
	40-44 Years	-.277*	.085	.039	-.55	-.01
	45-49 Years	-.089	.089	.992	-.37	.19
	55-59 Years	-.019	.123	1.000	-.41	.37
	60-75 Years	-.108	.150	.999	-.58	.37
55-59 Years	<20 Years	-.705	.358	.621	-1.84	.43
	20-24 Years	-.114	.146	.999	-.58	.35
	25-29 Years	-.260	.128	.580	-.67	.15
	30-34 Years	-.176	.126	.928	-.58	.22
	35-39 Years	.071	.116	1.000	-.30	.44
	40-44 Years	-.258	.116	.441	-.63	.11
	45-49 Years	-.070	.119	1.000	-.45	.31
	50-54 Years	.019	.123	1.000	-.37	.41
	60-75 Years	-.089	.169	1.000	-.63	.45
60-75 Years	<20 Years	-.615	.368	.811	-1.78	.55
	20-24 Years	-.024	.169	1.000	-.56	.51
	25-29 Years	-.171	.154	.984	-.66	.32
	30-34 Years	-.087	.153	1.000	-.57	.40
	35-39 Years	.160	.144	.983	-.30	.62
	40-44 Years	-.169	.144	.977	-.63	.29
	45-49 Years	.020	.147	1.000	-.45	.48
	50-54 Years	.108	.150	.999	-.37	.58
	55-59 Years	.089	.169	1.000	-.45	.63

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Clinical competence	<20 Years	20-24 Years	.386	.210	.712	-.28	1.05
		25-29 Years	.173	.206	.998	-.48	.83
		30-34 Years	.067	.206	1.000	-.59	.72
		35-39 Years	.149	.204	.999	-.50	.80
		40-44 Years					

		40-44 Years	.185	.204	.996	-.46	.83
		45-49 Years	.241	.204	.976	-.41	.89
		50-54 Years	.267	.205	.954	-.38	.92
		55-59 Years	.432	.210	.562	-.24	1.10
		60-75 Years	.231	.216	.988	-.46	.92
	20-24 Years	<20 Years	-.386	.210	.712	-1.05	.28
		25-29 Years	-.214	.075	.128	-.45	.03
		30-34 Years	-.319 [*]	.074	.001	-.55	-.08
		35-39 Years	-.237 [*]	.068	.018	-.45	-.02
		40-44 Years	-.202	.068	.092	-.42	.01
		45-49 Years	-.145	.070	.540	-.37	.08
		50-54 Years	-.120	.072	.821	-.35	.11
		55-59 Years	.045	.086	1.000	-.23	.32
		60-75 Years	-.156	.100	.867	-.47	.16
	25-29 Years	<20 Years	-.173	.206	.998	-.83	.48
		20-24 Years	.214	.075	.128	-.03	.45
		30-34 Years	-.105	.062	.794	-.30	.09
		35-39 Years	-.023	.054	1.000	-.20	.15
		40-44 Years	.012	.055	1.000	-.16	.18
		45-49 Years	.068	.056	.972	-.11	.25
		50-54 Years	.094	.060	.860	-.10	.28

	55-59	.259*	.075	.022	.02	.50
	Years					
	60-75	.058	.091	1.000	-.23	.35
	Years					
30-34 Years	<20 Years	-.067	.206	1.000	-.72	.59
	20-24	.319*	.074	.001	.08	.55
	Years					
	25-29	.105	.062	.794	-.09	.30
	Years					
	35-39	.082	.053	.866	-.08	.25
	Years					
	40-44	.117	.053	.446	-.05	.28
	Years					
	45-49	.173	.055	.052	.00	.35
	Years					
	50-54	.199*	.058	.022	.02	.38
	Years					
	55-59	.364*	.074	.000	.13	.60
	Years					
	60-75	.163	.090	.724	-.12	.45
	Years					
35-39 Years	<20 Years	-.149	.204	.999	-.80	.50
	20-24	.237*	.068	.018	.02	.45
	Years					
	25-29	.023	.054	1.000	-.15	.20
	Years					
	30-34	-.082	.053	.866	-.25	.08
	Years					
	40-44	.035	.044	.999	-.10	.17
	Years					
	45-49	.091	.046	.609	-.05	.24
	Years					
	50-54	.117	.050	.355	-.04	.28
	Years					
	55-59	.282*	.068	.001	.07	.50
	Years					
	60-75	.081	.085	.994	-.19	.35
	Years					
40-44	<20 Years	-.185	.204	.996	-.83	.46

	Years	20-24	.202	.068	.092	-.01	.42
		Years					
		25-29	-.012	.055	1.000	-.18	.16
		Years					
		30-34	-.117	.053	.446	-.28	.05
		Years					
		35-39	-.035	.044	.999	-.17	.10
		Years					
		45-49	.056	.046	.970	-.09	.20
		Years					
		50-54	.082	.050	.829	-.08	.24
		Years					
		55-59	.247 [*]	.068	.011	.03	.46
		Years					
		60-75	.046	.085	1.000	-.22	.32
		Years					
	45-49	<20 Years	-.241	.204	.976	-.89	.41
	Years	20-24	.145	.070	.540	-.08	.37
		Years					
		25-29	-.068	.056	.972	-.25	.11
		Years					
		30-34	-.173	.055	.052	-.35	.00
		Years					
		35-39	-.091	.046	.609	-.24	.05
		Years					
		40-44	-.056	.046	.970	-.20	.09
		Years					
		50-54	.026	.052	1.000	-.14	.19
		Years					
		55-59	.191	.070	.162	-.03	.41
		Years					
		60-75	-.010	.086	1.000	-.28	.26
		Years					
	50-54	<20 Years	-.267	.205	.954	-.92	.38
	Years	20-24	.120	.072	.821	-.11	.35
		Years					
		25-29	-.094	.060	.860	-.28	.10
		Years					
		30-34	-.199 [*]	.058	.022	-.38	-.02
		Years					

	35-39 Years	-.117	.050	.355	-.28	.04
	40-44 Years	-.082	.050	.829	-.24	.08
	45-49 Years	-.026	.052	1.000	-.19	.14
	55-59 Years	.165	.072	.402	-.06	.39
	60-75 Years	-.036	.088	1.000	-.32	.24
	55-59 Years	-.432	.210	.562	-1.10	.24
	<20 Years	-.045	.086	1.000	-.32	.23
	20-24 Years	-.259 [*]	.075	.022	-.50	-.02
	25-29 Years	-.364 [*]	.074	.000	-.60	-.13
	30-34 Years	-.282 [*]	.068	.001	-.50	-.07
	35-39 Years	-.247 [*]	.068	.011	-.46	-.03
	40-44 Years	-.191	.070	.162	-.41	.03
	45-49 Years	-.165	.072	.402	-.39	.06
	50-54 Years	-.201	.100	.587	-.52	.12
	60-75 Years	-.231	.216	.988	-.92	.46
	<20 Years	.156	.100	.867	-.16	.47
	20-24 Years	-.058	.091	1.000	-.35	.23
	25-29 Years	-.163	.090	.724	-.45	.12
	30-34 Years	-.081	.085	.994	-.35	.19
	35-39 Years	-.046	.085	1.000	-.32	.22
	40-44 Years	.010	.086	1.000	-.26	.28
	45-49 Years					

	50-54 Years	.036	.088	1.000	-.24	.32
	55-59 Years	.201	.100	.587	-.12	.52

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I- J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
High clinical status	<20 Years	20-24 Years	.091	.447	1.000	-1.33	1.51
		25-29 Years	.315	.439	.999	-1.08	1.71
		30-34 Years	.174	.438	1.000	-1.21	1.56
		35-39 Years	.345	.433	.999	-1.03	1.72
		40-44 Years	.173	.433	1.000	-1.20	1.55
		45-49 Years	.303	.435	1.000	-1.08	1.68
		50-54 Years	.195	.436	1.000	-1.19	1.58
		55-59 Years	.023	.447	1.000	-1.40	1.44
		60-75 Years	.269	.460	1.000	-1.19	1.73
	20-24 Years	<20 Years	-.091	.447	1.000	-1.51	1.33
		25-29 Years	.224	.160	.929	-.29	.73
		30-34 Years	.083	.158	1.000	-.42	.58
		35-39 Years	.254	.145	.762	-.20	.71
		40-44 Years	.082	.145	1.000	-.38	.54
		45-49 Years	.212	.148	.918	-.26	.68

		50-54 Years	.104	.154	1.000	-.38	.59
		55-59 Years	-.068	.183	1.000	-.65	.51
		60-75 Years	.178	.212	.998	-.49	.85
		25-29 Years	-.315	.439	.999	-1.71	1.08
		<20 Years	-.224	.160	.929	-.73	.29
		20-24 Years	-.141	.132	.987	-.56	.28
		30-34 Years	.030	.115	1.000	-.34	.40
		35-39 Years	-.142	.116	.968	-.51	.23
		40-44 Years	-.012	.120	1.000	-.39	.37
		45-49 Years	-.120	.127	.995	-.52	.28
		50-54 Years	-.292	.160	.722	-.80	.22
		55-59 Years	-.046	.193	1.000	-.66	.57
		60-75 Years	-.174	.438	1.000	-1.56	1.21
		<20 Years	-.083	.158	1.000	-.58	.42
		20-24 Years	.141	.132	.987	-.28	.56
		25-29 Years	.171	.112	.881	-.18	.52
		35-39 Years	-.002	.112	1.000	-.36	.35
		40-44 Years	.129	.117	.984	-.24	.50
		45-49 Years	.021	.123	1.000	-.37	.41
		50-54 Years	-.151	.158	.994	-.65	.35
		55-59 Years	.095	.191	1.000	-.51	.70
		60-75 Years					

	35-39	<20 Years	-.345	.433	.999	-1.72	1.03
	Years	20-24	-.254	.145	.762	-.71	.20
		Years					
		25-29	-.030	.115	1.000	-.40	.34
		Years					
		30-34	-.171	.112	.881	-.52	.18
		Years					
		40-44	-.172	.093	.697	-.47	.12
		Years					
		45-49	-.042	.098	1.000	-.35	.27
		Years					
		50-54	-.150	.106	.923	-.49	.19
		Years					
		55-59	-.322	.145	.438	-.78	.14
		Years					
		60-75	-.076	.180	1.000	-.65	.50
		Years					
	40-44	<20 Years	-.173	.433	1.000	-1.55	1.20
	Years	20-24	-.082	.145	1.000	-.54	.38
		Years					
		25-29	.142	.116	.968	-.23	.51
		Years					
		30-34	.002	.112	1.000	-.35	.36
		Years					
		35-39	.172	.093	.697	-.12	.47
		Years					
		45-49	.130	.099	.949	-.18	.44
		Years					
		50-54	.023	.107	1.000	-.32	.36
		Years					
		55-59	-.150	.145	.990	-.61	.31
		Years					
		60-75	.097	.181	1.000	-.48	.67
		Years					
	45-49	<20 Years	-.303	.435	1.000	-1.68	1.08
	Years	20-24	-.212	.148	.918	-.68	.26
		Years					
		25-29	.012	.120	1.000	-.37	.39
		Years					

		30-34 Years	-.129	.117	.984	-.50	.24
		35-39 Years	.042	.098	1.000	-.27	.35
		40-44 Years	-.130	.099	.949	-.44	.18
		50-54 Years	-.108	.111	.994	-.46	.24
		55-59 Years	-.280	.148	.678	-.75	.19
		60-75 Years	-.034	.183	1.000	-.62	.55
		50-54 Years	-.195	.436	1.000	-1.58	1.19
		<20 Years					
		20-24 Years	-.104	.154	1.000	-.59	.38
		25-29 Years	.120	.127	.995	-.28	.52
		30-34 Years	-.021	.123	1.000	-.41	.37
		35-39 Years	.150	.106	.923	-.19	.49
		40-44 Years	-.023	.107	1.000	-.36	.32
		45-49 Years	.108	.111	.994	-.24	.46
		55-59 Years	-.173	.154	.983	-.66	.32
		60-75 Years	.074	.188	1.000	-.52	.67
		55-59 Years	-.023	.447	1.000	-1.44	1.40
		<20 Years					
		20-24 Years	.068	.183	1.000	-.51	.65
		25-29 Years	.292	.160	.722	-.22	.80
		30-34 Years	.151	.158	.994	-.35	.65
		35-39 Years	.322	.145	.438	-.14	.78
		40-44 Years	.150	.145	.990	-.31	.61

	45-49 Years	.280	.148	.678	-.19	.75
	50-54 Years	.173	.154	.983	-.32	.66
	60-75 Years	.247	.212	.978	-.43	.92
60-75 Years	<20 Years	-.269	.460	1.000	-1.73	1.19
	20-24 Years	-.178	.212	.998	-.85	.49
	25-29 Years	.046	.193	1.000	-.57	.66
	30-34 Years	-.095	.191	1.000	-.70	.51
	35-39 Years	.076	.180	1.000	-.50	.65
	40-44 Years	-.097	.181	1.000	-.67	.48
	45-49 Years	.034	.183	1.000	-.55	.62
	50-54 Years	-.074	.188	1.000	-.67	.52
	55-59 Years	-.247	.212	.978	-.92	.43

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Population based care	<20 Years	20-24 Years	.386	.412	.995	-.92	1.69
		25-29 Years	.373	.404	.996	-.91	1.65
		30-34 Years	.295	.403	.999	-.98	1.57
		35-39 Years	.394	.399	.993	-.87	1.66
		40-44 Years	.345	.399	.997	-.92	1.61

		45-49 Years	.527	.400	.949	-.74	1.80
		50-54 Years	.317	.401	.999	-.96	1.59
		55-59 Years	.409	.412	.993	-.90	1.71
		60-75 Years	.519	.423	.968	-.82	1.86
20-24 Years	<20 Years		-.386	.412	.995	-1.69	.92
	25-29 Years		-.013	.148	1.000	-.48	.46
	30-34 Years		-.091	.145	1.000	-.55	.37
	35-39 Years		.007	.133	1.000	-.41	.43
	40-44 Years		-.041	.133	1.000	-.46	.38
	45-49 Years		.141	.137	.990	-.29	.57
	50-54 Years		-.070	.142	1.000	-.52	.38
	55-59 Years		.023	.168	1.000	-.51	.56
	60-75 Years		.133	.195	1.000	-.49	.75
	<20 Years		-.373	.404	.996	-1.65	.91
	20-24 Years		.013	.148	1.000	-.46	.48
	30-34 Years		-.079	.121	1.000	-.46	.31
	35-39 Years		.020	.106	1.000	-.32	.36
	40-44 Years		-.028	.107	1.000	-.37	.31
	45-49 Years		.154	.110	.929	-.20	.50
	50-54 Years		-.057	.117	1.000	-.43	.31
	55-59 Years		.036	.148	1.000	-.43	.50

	60-75 Years	.146	.178	.998	-.42	.71
30-34 Years	<20 Years	-.295	.403	.999	-1.57	.98
	20-24 Years	.091	.145	1.000	-.37	.55
	25-29 Years	.079	.121	1.000	-.31	.46
	35-39 Years	.099	.103	.994	-.23	.42
	40-44 Years	.050	.103	1.000	-.28	.38
	45-49 Years	.232	.107	.481	-.11	.57
	50-54 Years	.022	.114	1.000	-.34	.38
	55-59 Years	.114	.145	.999	-.35	.57
	60-75 Years	.224	.176	.959	-.33	.78
35-39 Years	<20 Years	-.394	.399	.993	-1.66	.87
	20-24 Years	-.007	.133	1.000	-.43	.41
	25-29 Years	-.020	.106	1.000	-.36	.32
	30-34 Years	-.099	.103	.994	-.42	.23
	40-44 Years	-.048	.085	1.000	-.32	.22
	45-49 Years	.134	.090	.898	-.15	.42
	50-54 Years	-.077	.097	.999	-.39	.23
	55-59 Years	.015	.133	1.000	-.41	.44
	60-75 Years	.126	.166	.999	-.40	.65
40-44 Years	<20 Years	-.345	.399	.997	-1.61	.92
	20-24 Years	.041	.133	1.000	-.38	.46

		25-29 Years	.028	.107	1.000	-.31	.37
		30-34 Years	-.050	.103	1.000	-.38	.28
		35-39 Years	.048	.085	1.000	-.22	.32
		45-49 Years	.182	.091	.594	-.11	.47
		50-54 Years	-.029	.098	1.000	-.34	.28
		55-59 Years	.064	.133	1.000	-.36	.49
		60-75 Years	.174	.166	.989	-.35	.70
45-49 Years	<20 Years		-.527	.400	.949	-1.80	.74
	20-24 Years		-.141	.137	.990	-.57	.29
	25-29 Years		-.154	.110	.929	-.50	.20
	30-34 Years		-.232	.107	.481	-.57	.11
	35-39 Years		-.134	.090	.898	-.42	.15
	40-44 Years		-.182	.091	.594	-.47	.11
	50-54 Years		-.211	.102	.556	-.53	.11
	55-59 Years		-.118	.137	.997	-.55	.31
	60-75 Years		-.008	.169	1.000	-.54	.53
50-54 Years	<20 Years		-.317	.401	.999	-1.59	.96
	20-24 Years		.070	.142	1.000	-.38	.52
	25-29 Years		.057	.117	1.000	-.31	.43
	30-34 Years		-.022	.114	1.000	-.38	.34
	35-39 Years		.077	.097	.999	-.23	.39

	40-44 Years	.029	.098	1.000	-.28	.34
	45-49 Years	.211	.102	.556	-.11	.53
	55-59 Years	.092	.142	1.000	-.36	.54
	60-75 Years	.203	.173	.976	-.35	.75
55-59 Years	<20 Years	-.409	.412	.993	-1.71	.90
	20-24 Years	-.023	.168	1.000	-.56	.51
	25-29 Years	-.036	.148	1.000	-.50	.43
	30-34 Years	-.114	.145	.999	-.57	.35
	35-39 Years	-.015	.133	1.000	-.44	.41
	40-44 Years	-.064	.133	1.000	-.49	.36
	45-49 Years	.118	.137	.997	-.31	.55
	50-54 Years	-.092	.142	1.000	-.54	.36
	60-75 Years	.110	.195	1.000	-.51	.73
60-75 Years	<20 Years	-.519	.423	.968	-1.86	.82
	20-24 Years	-.133	.195	1.000	-.75	.49
	25-29 Years	-.146	.178	.998	-.71	.42
	30-34 Years	-.224	.176	.959	-.78	.33
	35-39 Years	-.126	.166	.999	-.65	.40
	40-44 Years	-.174	.166	.989	-.70	.35
	45-49 Years	.008	.169	1.000	-.53	.54
	50-54 Years	-.203	.173	.976	-.75	.35

	55-59 Years	-.110	.195	1.000	-.73	.51
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Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Committed to discipline	<20 Years	20-24 Years	.568	.347	.830	-.53	1.67
		25-29 Years	.639	.341	.686	-.44	1.72
		30-34 Years	.525	.340	.873	-.55	1.60
		35-39 Years	.520	.336	.873	-.55	1.59
		40-44 Years	.351	.336	.989	-.72	1.42
		45-49 Years	.626	.337	.699	-.44	1.70
		50-54 Years	.683	.339	.587	-.39	1.76
		55-59 Years	.318	.347	.996	-.78	1.42
		60-75 Years	.481	.357	.943	-.65	1.61
	20-24 Years	<20 Years	-.568	.347	.830	-1.67	.53
		25-29 Years	.071	.125	1.000	-.32	.47
		30-34 Years	-.043	.123	1.000	-.43	.35
		35-39 Years	-.048	.112	1.000	-.40	.31
		40-44 Years	-.217	.113	.651	-.57	.14
		45-49 Years	.058	.115	1.000	-.31	.42
		50-54 Years	.115	.119	.994	-.26	.49

	55-59 Years		-.250	.142	.758	-.70	.20
	60-75 Years		-.087	.165	1.000	-.61	.43
25-29 Years	<20 Years		-.639	.341	.686	-1.72	.44
	20-24 Years		-.071	.125	1.000	-.47	.32
	30-34 Years		-.114	.102	.983	-.44	.21
	35-39 Years		-.119	.089	.947	-.40	.16
	40-44 Years		-.288 ⁺	.090	.046	-.57	.00
	45-49 Years		-.013	.093	1.000	-.31	.28
	50-54 Years		.044	.098	1.000	-.27	.36
	55-59 Years		-.321	.125	.231	-.72	.07
	60-75 Years		-.158	.150	.989	-.63	.32
	<20 Years		-.525	.340	.873	-1.60	.55
	20-24 Years		.043	.123	1.000	-.35	.43
	25-29 Years		.114	.102	.983	-.21	.44
	35-39 Years		-.005	.087	1.000	-.28	.27
	40-44 Years		-.174	.087	.602	-.45	.10
	45-49 Years		.101	.091	.984	-.19	.39
	50-54 Years		.158	.096	.823	-.15	.46
	55-59 Years		-.207	.123	.801	-.60	.18
	60-75 Years		-.045	.148	1.000	-.51	.43
35-39	<20 Years		-.520	.336	.873	-1.59	.55

	Years	20-24	.048	.112	1.000	-.31	.40
		Years					
		25-29	.119	.089	.947	-.16	.40
		Years					
		30-34	.005	.087	1.000	-.27	.28
		Years					
		40-44	-.169	.072	.359	-.40	.06
		Years					
		45-49	.106	.076	.929	-.14	.35
		Years					
		50-54	.163	.082	.609	-.10	.42
		Years					
		55-59	-.202	.112	.736	-.56	.15
		Years					
		60-75	-.039	.140	1.000	-.48	.40
		Years					
	40-44	<20 Years	-.351	.336	.989	-1.42	.72
	Years	20-24	.217	.113	.651	-.14	.57
		Years					
		25-29	.288 ⁺	.090	.046	.00	.57
		Years					
		30-34	.174	.087	.602	-.10	.45
		Years					
		35-39	.169	.072	.359	-.06	.40
		Years					
		45-49	.275 ⁺	.077	.013	.03	.52
		Years					
		50-54	.332 ⁺	.083	.003	.07	.59
		Years					
		55-59	-.033	.113	1.000	-.39	.32
		Years					
		60-75	.130	.140	.996	-.31	.57
	Years						
	45-49	<20 Years	-.626	.337	.699	-1.70	.44
	Years	20-24	-.058	.115	1.000	-.42	.31
		Years					
		25-29	.013	.093	1.000	-.28	.31
		Years					
		30-34	-.101	.091	.984	-.39	.19
		Years					

	35-39 Years		-.106	.076	.929	-.35	.14
	40-44 Years		-.275 ⁺	.077	.013	-.52	-.03
	50-54 Years		.057	.086	1.000	-.22	.33
	55-59 Years		-.308	.115	.187	-.67	.06
	60-75 Years		-.145	.142	.991	-.60	.31
	50-54 Years	<20 Years	-.683	.339	.587	-1.76	.39
		20-24 Years	-.115	.119	.994	-.49	.26
		25-29 Years	-.044	.098	1.000	-.36	.27
		30-34 Years	-.158	.096	.823	-.46	.15
		35-39 Years	-.163	.082	.609	-.42	.10
		40-44 Years	-.332 ⁺	.083	.003	-.59	-.07
		45-49 Years	-.057	.086	1.000	-.33	.22
		55-59 Years	-.365	.119	.070	-.74	.01
		60-75 Years	-.203	.146	.930	-.66	.26
	55-59 Years	<20 Years	-.318	.347	.996	-1.42	.78
		20-24 Years	.250	.142	.758	-.20	.70
		25-29 Years	.321	.125	.231	-.07	.72
		30-34 Years	.207	.123	.801	-.18	.60
		35-39 Years	.202	.112	.736	-.15	.56
		40-44 Years	.033	.113	1.000	-.32	.39
		45-49 Years	.308	.115	.187	-.06	.67

	50-54 Years		.365	.119	.070	-.01	.74
	60-75 Years		.163	.165	.993	-.36	.68
60-75 Years	<20 Years		-.481	.357	.943	-1.61	.65
	20-24 Years		.087	.165	1.000	-.43	.61
	25-29 Years		.158	.150	.989	-.32	.63
	30-34 Years		.045	.148	1.000	-.43	.51
	35-39 Years		.039	.140	1.000	-.40	.48
	40-44 Years		-.130	.140	.996	-.57	.31
	45-49 Years		.145	.142	.991	-.31	.60
	50-54 Years		.203	.146	.930	-.26	.66
	55-59 Years		-.163	.165	.993	-.68	.36

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Theoretical knowledge	<20 Years	20-24 Years	.341	.289	.976	-.58	1.26
		25-29 Years	.244	.284	.998	-.66	1.14
		30-34 Years	.278	.283	.993	-.62	1.18
		35-39 Years	.307	.280	.985	-.58	1.20
		40-44 Years	.149	.280	1.000	-.74	1.04
		45-49 Years	.312	.281	.984	-.58	1.20

	50-54 Years	.379	.282	.944	-.52	1.27
	55-59 Years	.455	.289	.862	-.46	1.37
	60-75 Years	.365	.298	.968	-.58	1.31
20-24 Years	<20 Years	-.341	.289	.976	-1.26	.58
	25-29 Years	-.097	.104	.995	-.43	.23
	30-34 Years	-.063	.102	1.000	-.39	.26
	35-39 Years	-.033	.093	1.000	-.33	.26
	40-44 Years	-.192	.094	.565	-.49	.11
	45-49 Years	-.029	.096	1.000	-.33	.28
	50-54 Years	.038	.099	1.000	-.28	.35
	55-59 Years	.114	.118	.994	-.26	.49
	60-75 Years	.024	.137	1.000	-.41	.46
25-29 Years	<20 Years	-.244	.284	.998	-1.14	.66
	20-24 Years	.097	.104	.995	-.23	.43
	30-34 Years	.034	.085	1.000	-.24	.30
	35-39 Years	.064	.075	.998	-.17	.30
	40-44 Years	-.095	.075	.960	-.33	.14
	45-49 Years	.068	.078	.997	-.18	.31
	50-54 Years	.135	.082	.826	-.13	.39
	55-59 Years	.211	.104	.577	-.12	.54
	60-75 Years	.122	.125	.994	-.27	.52

	30-34	<20 Years	-.278	.283	.993	-1.18	.62
	Years	20-24	.063	.102	1.000	-.26	.39
		Years					
		25-29	-.034	.085	1.000	-.30	.24
		Years					
		35-39	.029	.072	1.000	-.20	.26
		Years					
		40-44	-.129	.073	.748	-.36	.10
		Years					
		45-49	.034	.075	1.000	-.21	.27
		Years					
		50-54	.100	.080	.962	-.15	.35
		Years					
		55-59	.176	.102	.779	-.15	.50
		Years					
		60-75	.087	.124	.999	-.30	.48
		Years					
	35-39	<20 Years	-.307	.280	.985	-1.20	.58
	Years	20-24	.033	.093	1.000	-.26	.33
		Years					
		25-29	-.064	.075	.998	-.30	.17
		Years					
		30-34	-.029	.072	1.000	-.26	.20
		Years					
		40-44	-.159	.060	.197	-.35	.03
		Years					
		45-49	.005	.063	1.000	-.20	.21
		Years					
		50-54	.071	.068	.990	-.15	.29
		Years					
		55-59	.147	.093	.861	-.15	.44
		Years					
		60-75	.058	.116	1.000	-.31	.43
		Years					
	40-44	<20 Years	-.149	.280	1.000	-1.04	.74
	Years	20-24	.192	.094	.565	-.11	.49
		Years					
		25-29	.095	.075	.960	-.14	.33
		Years					

		30-34 Years	.129	.073	.748	-.10	.36
		35-39 Years	.159	.060	.197	-.03	.35
		45-49 Years	.163	.064	.239	-.04	.37
		50-54 Years	.230 ⁺	.069	.030	.01	.45
		55-59 Years	.306 ⁺	.094	.038	.01	.60
		60-75 Years	.217	.117	.700	-.15	.59
		45-49 Years					
		<20 Years	-.312	.281	.984	-1.20	.58
		20-24 Years	.029	.096	1.000	-.28	.33
		25-29 Years	-.068	.078	.997	-.31	.18
		30-34 Years	-.034	.075	1.000	-.27	.21
		35-39 Years	-.005	.063	1.000	-.21	.20
		40-44 Years	-.163	.064	.239	-.37	.04
		50-54 Years	.067	.072	.996	-.16	.29
		55-59 Years	.143	.096	.898	-.16	.45
		60-75 Years	.053	.119	1.000	-.32	.43
		50-54 Years					
		<20 Years	-.379	.282	.944	-1.27	.52
		20-24 Years	-.038	.099	1.000	-.35	.28
		25-29 Years	-.135	.082	.826	-.39	.13
		30-34 Years	-.100	.080	.962	-.35	.15
		35-39 Years	-.071	.068	.990	-.29	.15
		40-44 Years	-.230 ⁺	.069	.030	-.45	-.01

	45-49 Years		-.067	.072	.996	-.29	.16
	55-59 Years		.076	.099	.999	-.24	.39
	60-75 Years		-.013	.121	1.000	-.40	.37
55-59 Years	<20 Years		-.455	.289	.862	-1.37	.46
	20-24 Years		-.114	.118	.994	-.49	.26
	25-29 Years		-.211	.104	.577	-.54	.12
	30-34 Years		-.176	.102	.779	-.50	.15
	35-39 Years		-.147	.093	.861	-.44	.15
	40-44 Years		-.306 [*]	.094	.038	-.60	-.01
	45-49 Years		-.143	.096	.898	-.45	.16
	50-54 Years		-.076	.099	.999	-.39	.24
	60-75 Years		-.089	.137	1.000	-.52	.35
60-75 Years	<20 Years		-.365	.298	.968	-1.31	.58
	20-24 Years		-.024	.137	1.000	-.46	.41
	25-29 Years		-.122	.125	.994	-.52	.27
	30-34 Years		-.087	.124	.999	-.48	.30
	35-39 Years		-.058	.116	1.000	-.43	.31
	40-44 Years		-.217	.117	.700	-.59	.15
	45-49 Years		-.053	.119	1.000	-.43	.32
	50-54 Years		.013	.121	1.000	-.37	.40
	55-59 Years		.089	.137	1.000	-.35	.52

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Continuous improvement	<20 Years	20-24 Years	.432	.388	.983	-.80	1.66
		25-29 Years	.466	.380	.968	-.74	1.67
		30-34 Years	.694	.380	.718	-.51	1.90
		35-39 Years	.555	.376	.901	-.64	1.75
		40-44 Years	.446	.376	.974	-.75	1.64
		45-49 Years	.655	.377	.773	-.54	1.85
		50-54 Years	.588	.378	.870	-.61	1.79
		55-59 Years	.455	.388	.976	-.78	1.69
		60-75 Years	.365	.399	.996	-.90	1.63
		20-24 Years	-.432	.388	.983	-1.66	.80
		25-29 Years	.034	.139	1.000	-.41	.48
		30-34 Years	.262	.137	.660	-.17	.70
		35-39 Years	.123	.125	.993	-.27	.52
		40-44 Years	.015	.126	1.000	-.38	.41
		45-49 Years	.223	.129	.775	-.19	.63
		50-54 Years	.156	.133	.976	-.27	.58
		55-59 Years	.023	.158	1.000	-.48	.53
		60-75 Years	-.066	.184	1.000	-.65	.52

	25-29 Years	<20 Years	-.466	.380	.968	-1.67	.74
		20-24 Years	-.034	.139	1.000	-.48	.41
		30-34 Years	.228	.114	.602	-.13	.59
		35-39 Years	.089	.100	.997	-.23	.41
		40-44 Years	-.020	.100	1.000	-.34	.30
		45-49 Years	.189	.104	.725	-.14	.52
		50-54 Years	.122	.110	.984	-.23	.47
		55-59 Years	-.012	.139	1.000	-.45	.43
		60-75 Years	-.101	.167	1.000	-.63	.43
	30-34 Years	<20 Years	-.694	.380	.718	-1.90	.51
		20-24 Years	-.262	.137	.660	-.70	.17
		25-29 Years	-.228	.114	.602	-.59	.13
		35-39 Years	-.139	.097	.915	-.45	.17
		40-44 Years	-.247	.097	.249	-.56	.06
		45-49 Years	-.039	.101	1.000	-.36	.28
		50-54 Years	-.106	.107	.993	-.45	.23
		55-59 Years	-.239	.137	.768	-.67	.19
		60-75 Years	-.328	.166	.611	-.85	.20
	35-39 Years	<20 Years	-.555	.376	.901	-1.75	.64
		20-24 Years	-.123	.125	.993	-.52	.27
		25-29 Years	-.089	.100	.997	-.41	.23

		30-34 Years	.139	.097	.915	-.17	.45
		40-44 Years	-.108	.080	.942	-.36	.15
		45-49 Years	.101	.085	.975	-.17	.37
		50-54 Years	.033	.092	1.000	-.26	.32
		55-59 Years	-.100	.125	.999	-.50	.30
		60-75 Years	-.189	.156	.971	-.68	.31
40-44 Years	<20 Years		-.446	.376	.974	-1.64	.75
	20-24 Years		-.015	.126	1.000	-.41	.38
	25-29 Years		.020	.100	1.000	-.30	.34
	30-34 Years		.247	.097	.249	-.06	.56
	35-39 Years		.108	.080	.942	-.15	.36
	45-49 Years		.209	.086	.303	-.06	.48
	50-54 Years		.142	.092	.879	-.15	.43
	55-59 Years		.008	.126	1.000	-.39	.41
	60-75 Years		-.081	.157	1.000	-.58	.42
	<20 Years		-.655	.377	.773	-1.85	.54
	20-24 Years		-.223	.129	.775	-.63	.19
	25-29 Years		-.189	.104	.725	-.52	.14
	30-34 Years		.039	.101	1.000	-.28	.36
	35-39 Years		-.101	.085	.975	-.37	.17
	40-44 Years		-.209	.086	.303	-.48	.06

		50-54 Years		-.067	.096	1.000	-.37	.24
		55-59 Years		-.201	.129	.868	-.61	.21
		60-75 Years		-.290	.159	.720	-.79	.21
50-54 Years	<20 Years			-.588	.378	.870	-1.79	.61
	20-24 Years			-.156	.133	.976	-.58	.27
	25-29 Years			-.122	.110	.984	-.47	.23
	30-34 Years			.106	.107	.993	-.23	.45
	35-39 Years			-.033	.092	1.000	-.32	.26
	40-44 Years			-.142	.092	.879	-.43	.15
	45-49 Years			.067	.096	1.000	-.24	.37
	55-59 Years			-.134	.133	.992	-.56	.29
	60-75 Years			-.223	.163	.936	-.74	.29
	<20 Years			-.455	.388	.976	-1.69	.78
	20-24 Years			-.023	.158	1.000	-.53	.48
	25-29 Years			.012	.139	1.000	-.43	.45
	30-34 Years			.239	.137	.768	-.19	.67
	35-39 Years			.100	.125	.999	-.30	.50
	40-44 Years			-.008	.126	1.000	-.41	.39
	45-49 Years			.201	.129	.868	-.21	.61
	50-54 Years			.134	.133	.992	-.29	.56
	60-75 Years			-.089	.184	1.000	-.67	.49

60-75	<20 Years	-.365	.399	.996	-1.63	.90
Years	20-24	.066	.184	1.000	-.52	.65
	Years					
	25-29	.101	.167	1.000	-.43	.63
	Years					
	30-34	.328	.166	.611	-.20	.85
	Years					
	35-39	.189	.156	.971	-.31	.68
	Years					
	40-44	.081	.157	1.000	-.42	.58
	Years					
	45-49	.290	.159	.720	-.21	.79
	Years					
	50-54	.223	.163	.936	-.29	.74
	Years					
	55-59	.089	.184	1.000	-.49	.67
	Years					

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Social responsibility	<20 Years	20-24 Years	.795	.385	.551	-.43	2.02
		25-29 Years	.889	.377	.355	-.31	2.09
		30-34 Years	.798	.377	.515	-.40	1.99
		35-39 Years	.908	.373	.305	-.27	2.09
		40-44 Years	.815	.373	.466	-.37	2.00
		45-49 Years	1.124	.374	.080	-.06	2.31
		50-54 Years	.781	.375	.542	-.41	1.97
		55-59 Years	1.000	.385	.220	-.22	2.22

	60-75	.654	.396	.822	-.60	1.91
	Years					
20-24	<20 Years	-.795	.385	.551	-2.02	.43
Years	25-29	.093	.138	1.000	-.34	.53
	Years					
	30-34	.002	.136	1.000	-.43	.43
	Years					
	35-39	.113	.124	.996	-.28	.51
	Years					
	40-44	.020	.125	1.000	-.38	.42
	Years					
	45-49	.329	.128	.232	-.08	.73
	Years					
	50-54	-.015	.132	1.000	-.43	.41
	Years					
	55-59	.205	.157	.953	-.29	.70
	Years					
	60-75	-.142	.182	.999	-.72	.44
	Years					
25-29	<20 Years	-.889	.377	.355	-2.09	.31
Years	20-24	-.093	.138	1.000	-.53	.34
	Years					
	30-34	-.091	.113	.999	-.45	.27
	Years					
	35-39	.019	.099	1.000	-.30	.33
	Years					
	40-44	-.073	.100	.999	-.39	.24
	Years					
	45-49	.235	.103	.405	-.09	.56
	Years					
	50-54	-.108	.109	.993	-.45	.24
	Years					
	55-59	.111	.138	.999	-.33	.55
	Years					
	60-75	-.235	.166	.923	-.76	.29
	Years					
30-34	<20 Years	-.798	.377	.515	-1.99	.40
Years	20-24	-.002	.136	1.000	-.43	.43
	Years					

		25-29 Years	.091	.113	.999	-.27	.45
		35-39 Years	.110	.096	.979	-.19	.41
		40-44 Years	.018	.097	1.000	-.29	.32
		45-49 Years	.326*	.100	.039	.01	.64
		50-54 Years	-.017	.106	1.000	-.35	.32
		55-59 Years	.202	.136	.896	-.23	.63
		60-75 Years	-.144	.164	.997	-.66	.38
		35-39 Years	-.908	.373	.305	-2.09	.27
		20-24 Years	-.113	.124	.996	-.51	.28
		25-29 Years	-.019	.099	1.000	-.33	.30
		30-34 Years	-.110	.096	.979	-.41	.19
		40-44 Years	-.093	.080	.978	-.35	.16
		45-49 Years	.216	.084	.235	-.05	.48
		50-54 Years	-.127	.091	.929	-.42	.16
		55-59 Years	.092	.124	.999	-.30	.49
		60-75 Years	-.254	.155	.828	-.75	.24
		40-44 Years	-.815	.373	.466	-2.00	.37
		20-24 Years	-.020	.125	1.000	-.42	.38
		25-29 Years	.073	.100	.999	-.24	.39
		30-34 Years	-.018	.097	1.000	-.32	.29
		35-39 Years	.093	.080	.978	-.16	.35

	45-49	.309 ⁺	.085	.011	.04	.58
	Years					
	50-54	-.035	.092	1.000	-.33	.26
	Years					
	55-59	.185	.125	.900	-.21	.58
	Years					
	60-75	-.162	.155	.990	-.65	.33
	Years					
45-49 Years	<20 Years	-1.124	.374	.080	-2.31	.06
	20-24	-.329	.128	.232	-.73	.08
	Years					
	25-29	-.235	.103	.405	-.56	.09
	Years					
	30-34	-.326 ⁺	.100	.039	-.64	-.01
	Years					
	35-39	-.216	.084	.235	-.48	.05
	Years					
	40-44	-.309 ⁺	.085	.011	-.58	-.04
	Years					
	50-54	-.343 ⁺	.096	.013	-.65	-.04
50-54 Years	Years					
	55-59	-.124	.128	.994	-.53	.28
	Years					
	60-75	-.470	.158	.086	-.97	.03
	Years					
	<20 Years	-.781	.375	.542	-1.97	.41
	20-24	.015	.132	1.000	-.41	.43
	Years					
	25-29	.108	.109	.993	-.24	.45
	Years					
	30-34	.017	.106	1.000	-.32	.35
	Years					
55-59 Years	35-39	.127	.091	.929	-.16	.42
	Years					
	40-44	.035	.092	1.000	-.26	.33
	Years					
	45-49	.343 ⁺	.096	.013	.04	.65
	Years					
	55-59	.219	.132	.820	-.20	.64
	Years					

	60-75		-.127	.161	.999	-.64	.38
	Years						
55-59	<20 Years		-1.000	.385	.220	-2.22	.22
Years	20-24		-.205	.157	.953	-.70	.29
	Years						
	25-29		-.111	.138	.999	-.55	.33
	Years						
	30-34		-.202	.136	.896	-.63	.23
	Years						
	35-39		-.092	.124	.999	-.49	.30
	Years						
	40-44		-.185	.125	.900	-.58	.21
	Years						
	45-49		.124	.128	.994	-.28	.53
	Years						
	50-54		-.219	.132	.820	-.64	.20
	Years						
	60-75		-.346	.182	.670	-.92	.23
	Years						
60-75	<20 Years		-.654	.396	.822	-1.91	.60
Years	20-24		.142	.182	.999	-.44	.72
	Years						
	25-29		.235	.166	.923	-.29	.76
	Years						
	30-34		.144	.164	.997	-.38	.66
	Years						
	35-39		.254	.155	.828	-.24	.75
	Years						
	40-44		.162	.155	.990	-.33	.65
	Years						
	45-49		.470	.158	.086	-.03	.97
	Years						
	50-54		.127	.161	.999	-.38	.64
	Years						
	55-59		.346	.182	.670	-.23	.92
	Years						

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent	(I) Age	(J) Age	Mean	Std.	Sig.	95% Confidence Interval
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Variable	Range	Range	Difference (I-J)	Error		Lower Bound	Upper Bound
Learn to help others	<20 Years	20-24 Years	.568	.302	.682	-.39	1.53
		25-29 Years	.543	.296	.713	-.40	1.48
		30-34 Years	.506	.296	.789	-.43	1.44
		35-39 Years	.569	.292	.637	-.36	1.50
		40-44 Years	.506	.293	.778	-.42	1.43
		45-49 Years	.693	.293	.349	-.24	1.62
		50-54 Years	.600	.295	.573	-.33	1.53
		55-59 Years	.682	.302	.418	-.28	1.64
		60-75 Years	.462	.311	.898	-.52	1.45
	20-24 Years	<20 Years	-.568	.302	.682	-1.53	.39
		25-29 Years	-.025	.108	1.000	-.37	.32
		30-34 Years	-.063	.107	1.000	-.40	.28
		35-39 Years	.001	.098	1.000	-.31	.31
		40-44 Years	-.062	.098	1.000	-.37	.25
		45-49 Years	.125	.100	.964	-.19	.44
		50-54 Years	.032	.104	1.000	-.30	.36
		55-59 Years	.114	.123	.996	-.28	.50
		60-75 Years	-.107	.143	.999	-.56	.35
	25-29 Years	<20 Years	-.543	.296	.713	-1.48	.40
		20-24 Years	.025	.108	1.000	-.32	.37

	30-34		-.038	.089	1.000	-.32	.24
	Years						
	35-39		.026	.078	1.000	-.22	.27
	Years						
	40-44		-.037	.078	1.000	-.29	.21
	Years						
	45-49		.150	.081	.700	-.11	.41
	Years						
	50-54		.057	.086	1.000	-.21	.33
	Years						
	55-59		.139	.108	.958	-.20	.48
	Years						
	60-75		-.082	.130	1.000	-.50	.33
	Years						
30-34	<20 Years		-.506	.296	.789	-1.44	.43
	Years						
	20-24		.063	.107	1.000	-.28	.40
	Years						
	25-29		.038	.089	1.000	-.24	.32
	Years						
	35-39		.063	.075	.998	-.18	.30
	Years						
	40-44		.000	.076	1.000	-.24	.24
	Years						
	45-49		.188	.079	.335	-.06	.44
	Years						
35-39	50-54		.094	.083	.981	-.17	.36
	Years						
	55-59		.176	.107	.821	-.16	.51
	Years						
	60-75		-.044	.129	1.000	-.45	.36
	Years						
	<20 Years		-.569	.292	.637	-1.50	.36
	Years						
	20-24		-.001	.098	1.000	-.31	.31
	Years						
	25-29		-.026	.078	1.000	-.27	.22
	Years						
40-44	30-34		-.063	.075	.998	-.30	.18
	Years						
	40-44		-.063	.063	.992	-.26	.14
	Years						

	45-49 Years	.124	.066	.680	-.09	.33
	50-54 Years	.031	.071	1.000	-.20	.26
	55-59 Years	.113	.098	.978	-.20	.42
	60-75 Years	-.107	.122	.997	-.49	.28
40-44 Years	<20 Years	-.506	.293	.778	-1.43	.42
	20-24 Years	.062	.098	1.000	-.25	.37
	25-29 Years	.037	.078	1.000	-.21	.29
	30-34 Years	.000	.076	1.000	-.24	.24
	35-39 Years	.063	.063	.992	-.14	.26
	45-49 Years	.187	.067	.132	-.02	.40
	50-54 Years	.094	.072	.952	-.13	.32
	55-59 Years	.176	.098	.738	-.13	.49
	60-75 Years	-.044	.122	1.000	-.43	.34
	<20 Years	-.693	.293	.349	-1.62	.24
	20-24 Years	-.125	.100	.964	-.44	.19
	25-29 Years	-.150	.081	.700	-.41	.11
45-49 Years	30-34 Years	-.188	.079	.335	-.44	.06
	35-39 Years	-.124	.066	.680	-.33	.09
	40-44 Years	-.187	.067	.132	-.40	.02
	50-54 Years	-.093	.075	.965	-.33	.14
	55-59 Years	-.012	.100	1.000	-.33	.31

	60-75		-.232	.124	.686	-.62	.16
	Years						
50-54	<20 Years		-.600	.295	.573	-1.53	.33
Years	20-24		-.032	.104	1.000	-.36	.30
	Years						
	25-29		-.057	.086	1.000	-.33	.21
	Years						
	30-34		-.094	.083	.981	-.36	.17
	Years						
	35-39		-.031	.071	1.000	-.26	.20
	Years						
	40-44		-.094	.072	.952	-.32	.13
	Years						
	45-49		.093	.075	.965	-.14	.33
	Years						
	55-59		.082	.104	.999	-.25	.41
	Years						
	60-75		-.138	.127	.985	-.54	.26
	Years						
55-59	<20 Years		-.682	.302	.418	-1.64	.28
Years	20-24		-.114	.123	.996	-.50	.28
	Years						
	25-29		-.139	.108	.958	-.48	.20
	Years						
	30-34		-.176	.107	.821	-.51	.16
	Years						
	35-39		-.113	.098	.978	-.42	.20
	Years						
	40-44		-.176	.098	.738	-.49	.13
	Years						
	45-49		.012	.100	1.000	-.31	.33
	Years						
	50-54		-.082	.104	.999	-.41	.25
	Years						
	60-75		-.220	.143	.876	-.67	.23
	Years						
60-75	<20 Years		-.462	.311	.898	-1.45	.52
Years	20-24		.107	.143	.999	-.35	.56
	Years						

25-29 Years	.082	.130	1.000	-.33	.50
30-34 Years	.044	.129	1.000	-.36	.45
35-39 Years	.107	.122	.997	-.28	.49
40-44 Years	.044	.122	1.000	-.34	.43
45-49 Years	.232	.124	.686	-.16	.62
50-54 Years	.138	.127	.985	-.26	.54
55-59 Years	.220	.143	.876	-.23	.67

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Basic sciences	<20 Years	20-24 Years	.455	.341	.946	-.63	1.54
		25-29 Years	.392	.335	.976	-.67	1.45
		30-34 Years	.346	.334	.990	-.71	1.40
		35-39 Years	.399	.330	.971	-.65	1.45
		40-44 Years	.363	.330	.985	-.69	1.41
		45-49 Years	.495	.331	.895	-.56	1.55
		50-54 Years	.579	.333	.773	-.48	1.63
		55-59 Years	.727	.341	.505	-.35	1.81
		60-75 Years	.327	.351	.995	-.79	1.44
	20-24 Years	<20 Years	-.455	.341	.946	-1.54	.63
		25-29 Years	-.063	.122	1.000	-.45	.33
		30-34 Years	-.109	.120	.996	-.49	.27
		35-39 Years	-.055	.110	1.000	-.40	.29
		40-44 Years	-.091	.111	.998	-.44	.26
		45-49 Years	.040	.113	1.000	-.32	.40
		50-54 Years	.124	.117	.988	-.25	.50
		55-59 Years	.273	.139	.629	-.17	.71
		60-75 Years	-.128	.162	.999	-.64	.38
	25-29 Years	<20 Years	-.392	.335	.976	-1.45	.67

	20-24 Years	.063	.122	1.000	-.33	.45
	30-34 Years	-.046	.100	1.000	-.36	.27
	35-39 Years	.007	.088	1.000	-.27	.29
	40-44 Years	-.029	.088	1.000	-.31	.25
	45-49 Years	.103	.092	.983	-.19	.39
	50-54 Years	.187	.097	.647	-.12	.49
	55-59 Years	.335	.122	.159	-.05	.72
	60-75 Years	-.065	.147	1.000	-.53	.40
30-34 Years	<20 Years	-.346	.334	.990	-1.40	.71
	20-24 Years	.109	.120	.996	-.27	.49
	25-29 Years	.046	.100	1.000	-.27	.36
	35-39 Years	.054	.085	1.000	-.22	.32
	40-44 Years	.018	.086	1.000	-.25	.29
	45-49 Years	.149	.089	.809	-.13	.43
	50-54 Years	.233	.094	.283	-.07	.53
	55-59 Years	.382	.120	.050	.00	.76
	60-75 Years	-.019	.146	1.000	-.48	.44
35-39 Years	<20 Years	-.399	.330	.971	-1.45	.65
	20-24 Years	.055	.110	1.000	-.29	.40
	25-29 Years	-.007	.088	1.000	-.29	.27
	30-34 Years	-.054	.085	1.000	-.32	.22
	40-44 Years	-.036	.071	1.000	-.26	.19
	45-49 Years	.095	.075	.959	-.14	.33
	50-54 Years	.179	.081	.444	-.08	.44
	55-59 Years	.328	.110	.088	-.02	.68
	60-75 Years	-.073	.137	1.000	-.51	.36
40-44 Years	<20 Years	-.363	.330	.985	-1.41	.69
	20-24 Years	.091	.111	.998	-.26	.44
	25-29 Years	.029	.088	1.000	-.25	.31
	30-34 Years	-.018	.086	1.000	-.29	.25
	35-39 Years	.036	.071	1.000	-.19	.26
	45-49 Years	.131	.075	.767	-.11	.37
	50-54 Years	.215	.081	.195	-.04	.47
	55-59 Years	.364 [*]	.111	.035	.01	.72
	60-75 Years	-.036	.138	1.000	-.47	.40
45-49 Years	<20 Years	-.495	.331	.895	-1.55	.56
	20-24 Years	-.040	.113	1.000	-.40	.32
	25-29 Years	-.103	.092	.983	-.39	.19

	30-34 Years	-.149	.089	.809	-.43	.13
	35-39 Years	-.095	.075	.959	-.33	.14
	40-44 Years	-.131	.075	.767	-.37	.11
	50-54 Years	.084	.085	.993	-.18	.35
	55-59 Years	.233	.113	.559	-.13	.59
	60-75 Years	-.168	.140	.972	-.61	.28
50-54 Years	<20 Years	-.579	.333	.773	-1.63	.48
	20-24 Years	-.124	.117	.988	-.50	.25
	25-29 Years	-.187	.097	.647	-.49	.12
	30-34 Years	-.233	.094	.283	-.53	.07
	35-39 Years	-.179	.081	.444	-.44	.08
	40-44 Years	-.215	.081	.195	-.47	.04
	45-49 Years	-.084	.085	.993	-.35	.18
	55-59 Years	.149	.117	.960	-.22	.52
	60-75 Years	-.252	.143	.761	-.71	.20
55-59 Years	<20 Years	-.727	.341	.505	-1.81	.35
	20-24 Years	-.273	.139	.629	-.71	.17
	25-29 Years	-.335	.122	.159	-.72	.05
	30-34 Years	-.382	.120	.050	-.76	.00
	35-39 Years	-.328	.110	.088	-.68	.02
	40-44 Years	-.364 [*]	.111	.035	-.72	-.01
	45-49 Years	-.233	.113	.559	-.59	.13
	50-54 Years	-.149	.117	.960	-.52	.22
	60-75 Years	-.400	.162	.282	-.91	.11
60-75 Years	<20 Years	-.327	.351	.995	-1.44	.79
	20-24 Years	.128	.162	.999	-.38	.64
	25-29 Years	.065	.147	1.000	-.40	.53
	30-34 Years	.019	.146	1.000	-.44	.48
	35-39 Years	.073	.137	1.000	-.36	.51
	40-44 Years	.036	.138	1.000	-.40	.47
	45-49 Years	.168	.140	.972	-.28	.61
	50-54 Years	.252	.143	.761	-.20	.71
	55-59 Years	.400	.162	.282	-.11	.91

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent	(I) Age	(J) Age	Mean	Std.	Sig.	95% Confidence Interval
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Variable	Range	Range	Difference (I-J)	Error		Lower Bound	Upper Bound
Respond to changes	<20 Years	20-24 Years	.568	.321	.756	-.45	1.59
		25-29 Years	.728	.315	.383	-.27	1.73
		30-34 Years	.618	.315	.625	-.38	1.62
		35-39 Years	.724	.311	.373	-.26	1.71
		40-44 Years	.637	.311	.567	-.35	1.62
		45-49 Years	.781	.312	.269	-.21	1.77
		50-54 Years	.705	.314	.425	-.29	1.70
		55-59 Years	.932	.321	.107	-.09	1.95
		60-75 Years	.731	.331	.450	-.32	1.78
	20-24 Years	<20 Years	-.568	.321	.756	-1.59	.45
		25-29 Years	.160	.115	.930	-.21	.53
		30-34 Years	.050	.113	1.000	-.31	.41
		35-39 Years	.156	.104	.892	-.17	.49
		40-44 Years	.069	.104	1.000	-.26	.40
		45-49 Years	.213	.107	.603	-.13	.55
		50-54 Years	.137	.111	.967	-.21	.49
		55-59 Years	.364	.131	.148	-.05	.78
		60-75 Years	.163	.152	.988	-.32	.65
	25-29 Years	<20 Years	-.728	.315	.383	-1.73	.27
		20-24 Years	-.160	.115	.930	-.53	.21

		30-34 Years		-.110	.095	.977	-.41	.19
		35-39 Years		-.004	.083	1.000	-.27	.26
		40-44 Years		-.091	.083	.985	-.36	.17
		45-49 Years		.053	.086	1.000	-.22	.33
		50-54 Years		-.024	.091	1.000	-.31	.27
		55-59 Years		.203	.115	.757	-.16	.57
		60-75 Years		.002	.139	1.000	-.44	.44
		30-34 Years	<20 Years	-.618	.315	.625	-1.62	.38
			20-24 Years	-.050	.113	1.000	-.41	.31
			25-29 Years	.110	.095	.977	-.19	.41
			35-39 Years	.106	.080	.948	-.15	.36
			40-44 Years	.019	.081	1.000	-.24	.27
			45-49 Years	.163	.084	.638	-.10	.43
			50-54 Years	.087	.089	.993	-.19	.37
			55-59 Years	.314	.113	.150	-.05	.67
			60-75 Years	.113	.137	.998	-.32	.55
		35-39 Years	<20 Years	-.724	.311	.373	-1.71	.26
			20-24 Years	-.156	.104	.892	-.49	.17
			25-29 Years	.004	.083	1.000	-.26	.27
			30-34 Years	-.106	.080	.948	-.36	.15
			40-44 Years	-.087	.067	.951	-.30	.12

	45-49 Years	.057	.070	.998	-.17	.28
	50-54 Years	-.019	.076	1.000	-.26	.22
	55-59 Years	.208	.104	.600	-.12	.54
	60-75 Years	.007	.129	1.000	-.40	.42
40-44 Years	<20 Years	-.637	.311	.567	-1.62	.35
	20-24 Years	-.069	.104	1.000	-.40	.26
	25-29 Years	.091	.083	.985	-.17	.36
	30-34 Years	-.019	.081	1.000	-.27	.24
	35-39 Years	.087	.067	.951	-.12	.30
	45-49 Years	.144	.071	.575	-.08	.37
	50-54 Years	.068	.077	.997	-.18	.31
	55-59 Years	.295	.104	.128	-.04	.63
	60-75 Years	.094	.130	.999	-.32	.51
45-49 Years	<20 Years	-.781	.312	.269	-1.77	.21
	20-24 Years	-.213	.107	.603	-.55	.13
	25-29 Years	-.053	.086	1.000	-.33	.22
	30-34 Years	-.163	.084	.638	-.43	.10
	35-39 Years	-.057	.070	.998	-.28	.17
	40-44 Years	-.144	.071	.575	-.37	.08
	50-54 Years	-.076	.080	.994	-.33	.18
	55-59 Years	.151	.107	.923	-.19	.49

	60-75 Years					
50-54 Years	<20 Years					
	20-24 Years					
	25-29 Years					
	30-34 Years					
	35-39 Years					
	40-44 Years					
	45-49 Years					
	55-59 Years					
	60-75 Years					
55-59 Years	<20 Years					
	20-24 Years					
	25-29 Years					
	30-34 Years					
	35-39 Years					
	40-44 Years					
	45-49 Years					
	50-54 Years					
	60-75 Years					
60-75 Years	<20 Years					
	20-24 Years					

	25-29 Years	-.002	.139	1.000	-.44	.44
	30-34 Years	-.113	.137	.998	-.55	.32
	35-39 Years	-.007	.129	1.000	-.42	.40
	40-44 Years	-.094	.130	.999	-.51	.32
	45-49 Years	.050	.132	1.000	-.37	.47
	50-54 Years	-.026	.135	1.000	-.45	.40
	55-59 Years	.201	.152	.949	-.28	.68

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Ongoing education	<20 Years	20-24 Years	.591	.322	.713	-.43	1.61
		25-29 Years	.605	.316	.659	-.40	1.61
		30-34 Years	.494	.315	.863	-.51	1.49
		35-39 Years	.592	.312	.671	-.40	1.58
		40-44 Years	.560	.312	.740	-.43	1.55
		45-49 Years	.642	.313	.562	-.35	1.64
		50-54 Years	.533	.314	.797	-.46	1.53
		55-59 Years	.500	.322	.871	-.52	1.52
		60-75 Years	.346	.331	.989	-.71	1.40
	20-24	<20 Years	-.591	.322	.713	-1.61	.43

	Years	25-29	.014	.116	1.000	-.35	.38
		Years					
		30-34	-.097	.114	.998	-.46	.26
		Years					
		35-39	.001	.104	1.000	-.33	.33
		Years					
		40-44	-.031	.104	1.000	-.36	.30
		Years					
		45-49	.051	.107	1.000	-.29	.39
		Years					
		50-54	-.058	.111	1.000	-.41	.29
		Years					
		55-59	-.091	.132	1.000	-.51	.33
		Years					
		60-75	-.245	.153	.846	-.73	.24
		Years					
	25-29 Years	<20 Years	-.605	.316	.659	-1.61	.40
		20-24	-.014	.116	1.000	-.38	.35
		Years					
		30-34	-.111	.095	.977	-.41	.19
		Years					
		35-39	-.013	.083	1.000	-.28	.25
		Years					
		40-44	-.045	.083	1.000	-.31	.22
		Years					
		45-49	.037	.086	1.000	-.24	.31
		Years					
		50-54	-.072	.091	.999	-.36	.22
		Years					
		55-59	-.105	.116	.996	-.47	.26
		Years					
		60-75	-.259	.139	.696	-.70	.18
		Years					
	30-34 Years	<20 Years	-.494	.315	.863	-1.49	.51
		20-24	.097	.114	.998	-.26	.46
		Years					
		25-29	.111	.095	.977	-.19	.41
		Years					
		35-39	.098	.080	.970	-.16	.35
		Years					

		40-44 Years	.065	.081	.999	-.19	.32
		45-49 Years	.148	.084	.759	-.12	.41
		50-54 Years	.039	.089	1.000	-.24	.32
		55-59 Years	.006	.114	1.000	-.36	.37
		60-75 Years	-.148	.138	.987	-.58	.29
		35-39 Years	-.592	.312	.671	-1.58	.40
		<20 Years	-.001	.104	1.000	-.33	.33
		20-24 Years	.013	.083	1.000	-.25	.28
		25-29 Years	-.098	.080	.970	-.35	.16
		30-34 Years	-.032	.067	1.000	-.24	.18
		40-44 Years	.050	.070	.999	-.17	.27
		45-49 Years	-.059	.076	.999	-.30	.18
		50-54 Years	-.092	.104	.997	-.42	.24
		55-59 Years	-.246	.130	.673	-.66	.17
		60-75 Years	-.560	.312	.740	-1.55	.43
		40-44 Years	.031	.104	1.000	-.30	.36
		20-24 Years	.045	.083	1.000	-.22	.31
		25-29 Years	-.065	.081	.999	-.32	.19
		30-34 Years	.032	.067	1.000	-.18	.24
		35-39 Years	.083	.071	.977	-.14	.31
		45-49 Years	-.026	.077	1.000	-.27	.22
		50-54 Years					
		55-59 Years					
		60-75 Years					

	55-59 Years		-.060	.104	1.000	-.39	.27
	60-75 Years		-.213	.130	.828	-.63	.20
45-49 Years	<20 Years		-.642	.313	.562	-1.64	.35
	20-24 Years		-.051	.107	1.000	-.39	.29
	25-29 Years		-.037	.086	1.000	-.31	.24
	30-34 Years		-.148	.084	.759	-.41	.12
	35-39 Years		-.050	.070	.999	-.27	.17
	40-44 Years		-.083	.071	.977	-.31	.14
	50-54 Years		-.109	.080	.938	-.36	.14
	55-59 Years		-.142	.107	.946	-.48	.20
	60-75 Years		-.296	.132	.427	-.71	.12
50-54 Years	<20 Years		-.533	.314	.797	-1.53	.46
	20-24 Years		.058	.111	1.000	-.29	.41
	25-29 Years		.072	.091	.999	-.22	.36
	30-34 Years		-.039	.089	1.000	-.32	.24
	35-39 Years		.059	.076	.999	-.18	.30
	40-44 Years		.026	.077	1.000	-.22	.27
	45-49 Years		.109	.080	.938	-.14	.36
	55-59 Years		-.033	.111	1.000	-.38	.32
	60-75 Years		-.187	.135	.932	-.62	.24
55-59	<20 Years		-.500	.322	.871	-1.52	.52

Years	20-24	.091	.132	1.000	-.33	.51
	Years					
	25-29	.105	.116	.996	-.26	.47
	Years					
	30-34	-.006	.114	1.000	-.37	.36
	Years					
	35-39	.092	.104	.997	-.24	.42
	Years					
	40-44	.060	.104	1.000	-.27	.39
	Years					
	45-49	.142	.107	.946	-.20	.48
	Years					
	50-54	.033	.111	1.000	-.32	.38
	Years					
	60-75	-.154	.153	.992	-.64	.33
	Years					
60-75	<20 Years	-.346	.331	.989	-1.40	.71
Years	20-24	.245	.153	.846	-.24	.73
	Years					
	25-29	.259	.139	.696	-.18	.70
	Years					
	30-34	.148	.138	.987	-.29	.58
	Years					
	35-39	.246	.130	.673	-.17	.66
	Years					
	40-44	.213	.130	.828	-.20	.63
	Years					
	45-49	.296	.132	.427	-.12	.71
	Years					
	50-54	.187	.135	.932	-.24	.62
	Years					
	55-59	.154	.153	.992	-.33	.64
	Years					

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound

Independent team member	<20 Years	20-24 Years	.114	.252	1.000	-.69	.91
		25-29 Years	.120	.247	1.000	-.66	.90
		30-34 Years	.087	.247	1.000	-.70	.87
		35-39 Years	.032	.244	1.000	-.74	.81
		40-44 Years	-.030	.244	1.000	-.80	.74
		45-49 Years	.093	.245	1.000	-.68	.87
		50-54 Years	.131	.246	1.000	-.65	.91
		55-59 Years	.068	.252	1.000	-.73	.87
		60-75 Years	.096	.259	1.000	-.73	.92
		20-24 Years	-.114	.252	1.000	-.91	.69
		25-29 Years	.007	.090	1.000	-.28	.29
		30-34 Years	-.027	.089	1.000	-.31	.26
		35-39 Years	-.082	.081	.992	-.34	.18
		40-44 Years	-.143	.082	.764	-.40	.12
		45-49 Years	-.021	.084	1.000	-.29	.24
		50-54 Years	.017	.087	1.000	-.26	.29
		55-59 Years	-.045	.103	1.000	-.37	.28
		60-75 Years	-.017	.119	1.000	-.40	.36
		25-29 Years	-.120	.247	1.000	-.90	.66
		20-24 Years	-.007	.090	1.000	-.29	.28
		30-34 Years	-.033	.074	1.000	-.27	.20

		35-39 Years		-.089	.065	.937	-.29	.12
		40-44 Years		-.150	.065	.390	-.36	.06
		45-49 Years		-.027	.068	1.000	-.24	.19
		50-54 Years		.011	.071	1.000	-.22	.24
		55-59 Years		-.052	.090	1.000	-.34	.23
		60-75 Years		-.024	.109	1.000	-.37	.32
		30-34 Years	<20 Years	-.087	.247	1.000	-.87	.70
			20-24 Years	.027	.089	1.000	-.26	.31
			25-29 Years	.033	.074	1.000	-.20	.27
		35-39 Years		-.055	.063	.997	-.25	.14
		40-44 Years		-.117	.063	.705	-.32	.08
		45-49 Years		.006	.066	1.000	-.20	.21
		50-54 Years		.044	.070	1.000	-.18	.26
		55-59 Years		-.019	.089	1.000	-.30	.26
		60-75 Years		.009	.108	1.000	-.33	.35
		35-39 Years	<20 Years	-.032	.244	1.000	-.81	.74
			20-24 Years	.082	.081	.992	-.18	.34
			25-29 Years	.089	.065	.937	-.12	.29
		30-34 Years		.055	.063	.997	-.14	.25
		40-44 Years		-.061	.052	.976	-.23	.10
		45-49 Years		.061	.055	.983	-.11	.24

		50-54	.099	.060	.815	-.09	.29
		Years					
		55-59	.037	.081	1.000	-.22	.29
		Years					
		60-75	.065	.101	1.000	-.26	.39
		Years					
	40-44 Years	<20 Years	.030	.244	1.000	-.74	.80
		20-24	.143	.082	.764	-.12	.40
		Years					
		25-29	.150	.065	.390	-.06	.36
		Years					
		30-34	.117	.063	.705	-.08	.32
		Years					
		35-39	.061	.052	.976	-.10	.23
		Years					
		45-49	.123	.056	.450	-.05	.30
		Years					
		50-54	.161	.060	.185	-.03	.35
		Years					
		55-59	.098	.082	.973	-.16	.36
		Years					
		60-75	.126	.102	.966	-.20	.45
		Years					
	45-49 Years	<20 Years	-.093	.245	1.000	-.87	.68
		20-24	.021	.084	1.000	-.24	.29
		Years					
		25-29	.027	.068	1.000	-.19	.24
		Years					
		30-34	-.006	.066	1.000	-.21	.20
		Years					
		35-39	-.061	.055	.983	-.24	.11
		Years					
		40-44	-.123	.056	.450	-.30	.05
		Years					
		50-54	.038	.063	1.000	-.16	.24
		Years					
		55-59	-.025	.084	1.000	-.29	.24
		Years					
		60-75	.003	.103	1.000	-.32	.33
		Years					

	50-54	<20 Years	-.131	.246	1.000	-.91	.65
	Years	20-24	-.017	.087	1.000	-.29	.26
		Years					
		25-29	-.011	.071	1.000	-.24	.22
		Years					
		30-34	-.044	.070	1.000	-.26	.18
		Years					
		35-39	-.099	.060	.815	-.29	.09
		Years					
		40-44	-.161	.060	.185	-.35	.03
		Years					
		45-49	-.038	.063	1.000	-.24	.16
		Years					
		55-59	-.063	.087	.999	-.34	.21
		Years					
		60-75	-.035	.106	1.000	-.37	.30
		Years					
	55-59	<20 Years	-.068	.252	1.000	-.87	.73
	Years	20-24	.045	.103	1.000	-.28	.37
		Years					
		25-29	.052	.090	1.000	-.23	.34
		Years					
		30-34	.019	.089	1.000	-.26	.30
		Years					
		35-39	-.037	.081	1.000	-.29	.22
		Years					
		40-44	-.098	.082	.973	-.36	.16
		Years					
		45-49	.025	.084	1.000	-.24	.29
		Years					
		50-54	.063	.087	.999	-.21	.34
		Years					
		60-75	.028	.119	1.000	-.35	.41
		Years					
	60-75	<20 Years	-.096	.259	1.000	-.92	.73
	Years	20-24	.017	.119	1.000	-.36	.40
		Years					
		25-29	.024	.109	1.000	-.32	.37
		Years					

	30-34 Years	-.009	.108	1.000	-.35	.33
	35-39 Years	-.065	.101	1.000	-.39	.26
	40-44 Years	-.126	.102	.966	-.45	.20
	45-49 Years	-.003	.103	1.000	-.33	.32
	50-54 Years	.035	.106	1.000	-.30	.37
	55-59 Years	-.028	.119	1.000	-.41	.35

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Responsibility for quality care	<20 Years	20-24 Years	.295	.312	.995	-.69	1.28
		25-29 Years	.306	.306	.992	-.66	1.28
		30-34 Years	.256	.305	.998	-.71	1.22
		35-39 Years	.394	.302	.953	-.56	1.35
		40-44 Years	.131	.302	1.000	-.83	1.09
		45-49 Years	.312	.303	.990	-.65	1.27
		50-54 Years	.407	.304	.944	-.56	1.37
		55-59 Years	.386	.312	.966	-.60	1.38
		60-75 Years	.327	.321	.991	-.69	1.34
		20-24 Years	-.295	.312	.995	-1.28	.69
		25-29 Years	.010	.112	1.000	-.34	.36

	30-34		-.040	.110	1.000	-.39	.31
	Years						
	35-39		.098	.101	.994	-.22	.42
	Years						
	40-44		-.165	.101	.835	-.49	.16
	Years						
	45-49		.017	.103	1.000	-.31	.34
	Years						
	50-54		.112	.107	.990	-.23	.45
	Years						
	55-59		.091	.127	.999	-.31	.49
	Years						
	60-75		.031	.148	1.000	-.44	.50
	Years						
25-29 Years	<20 Years		-.306	.306	.992	-1.28	.66
	20-24		-.010	.112	1.000	-.36	.34
	Years						
	30-34		-.050	.092	1.000	-.34	.24
	Years						
	35-39		.088	.080	.985	-.17	.34
	Years						
	40-44		-.175	.081	.484	-.43	.08
	Years						
	45-49		.006	.084	1.000	-.26	.27
	Years						
	50-54		.102	.088	.979	-.18	.38
	Years						
30-34 Years	55-59		.081	.112	.999	-.27	.44
	Years						
	60-75		.021	.135	1.000	-.41	.45
	Years						
	<20 Years		-.256	.305	.998	-1.22	.71
	20-24		.040	.110	1.000	-.31	.39
	Years						
	25-29		.050	.092	1.000	-.24	.34
	Years						
	35-39		.138	.078	.751	-.11	.38
	Years						
	40-44		-.125	.078	.852	-.37	.12
	Years						

	45-49 Years	.056	.081	1.000	-.20	.31
	50-54 Years	.152	.086	.759	-.12	.42
	55-59 Years	.131	.110	.974	-.22	.48
	60-75 Years	.071	.133	1.000	-.35	.49
35-39 Years	<20 Years	-.394	.302	.953	-1.35	.56
	20-24 Years	-.098	.101	.994	-.42	.22
	25-29 Years	-.088	.080	.985	-.34	.17
	30-34 Years	-.138	.078	.751	-.38	.11
	40-44 Years	-.263 ⁺	.065	.002	-.47	-.06
	45-49 Years	-.082	.068	.973	-.30	.13
	50-54 Years	.013	.074	1.000	-.22	.25
	55-59 Years	-.007	.101	1.000	-.33	.31
	60-75 Years	-.067	.126	1.000	-.46	.33
40-44 Years	<20 Years	-.131	.302	1.000	-1.09	.83
	20-24 Years	.165	.101	.835	-.16	.49
	25-29 Years	.175	.081	.484	-.08	.43
	30-34 Years	.125	.078	.852	-.12	.37
	35-39 Years	.263 ⁺	.065	.002	.06	.47
	45-49 Years	.181	.069	.203	-.04	.40
	50-54 Years	.276 ⁺	.074	.008	.04	.51
	55-59 Years	.255	.101	.256	-.07	.58

	60-75	.196	.126	.868	-.20	.60
	Years					
45-49	<20 Years	-.312	.303	.990	-1.27	.65
Years	20-24	-.017	.103	1.000	-.34	.31
	Years					
	25-29	-.006	.084	1.000	-.27	.26
	Years					
	30-34	-.056	.081	1.000	-.31	.20
	Years					
	35-39	.082	.068	.973	-.13	.30
	Years					
	40-44	-.181	.069	.203	-.40	.04
	Years					
	50-54	.095	.077	.968	-.15	.34
	Years					
	55-59	.074	.103	.999	-.25	.40
	Years					
	60-75	.015	.128	1.000	-.39	.42
	Years					
50-54	<20 Years	-.407	.304	.944	-1.37	.56
Years	20-24	-.112	.107	.990	-.45	.23
	Years					
	25-29	-.102	.088	.979	-.38	.18
	Years					
	30-34	-.152	.086	.759	-.42	.12
	Years					
	35-39	-.013	.074	1.000	-.25	.22
	Years					
	40-44	-.276 [*]	.074	.008	-.51	-.04
	Years					
	45-49	-.095	.077	.968	-.34	.15
	Years					
	55-59	-.021	.107	1.000	-.36	.32
	Years					
	60-75	-.080	.131	1.000	-.50	.33
	Years					
55-59	<20 Years	-.386	.312	.966	-1.38	.60
Years	20-24	-.091	.127	.999	-.49	.31
	Years					

	25-29 Years					
	30-34 Years					
	35-39 Years					
	40-44 Years					
	45-49 Years					
	50-54 Years					
	60-75 Years					
60-75 Years	<20 Years					
	20-24 Years					
	25-29 Years					
	30-34 Years					
	35-39 Years					
	40-44 Years					
	45-49 Years					
	50-54 Years					
	55-59 Years					

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Clinical reasoning	<20 Years	20-24 Years	.159	.254	1.000	-.65	.96

	25-29 Years		.096	.249	1.000	-.69	.88
	30-34 Years		.098	.248	1.000	-.69	.89
	35-39 Years		.141	.246	1.000	-.64	.92
	40-44 Years		.018	.246	1.000	-.76	.80
	45-49 Years		.195	.246	.999	-.59	.98
	50-54 Years		.198	.247	.999	-.59	.98
	55-59 Years		.227	.254	.997	-.58	1.03
	60-75 Years		.365	.261	.927	-.46	1.19
	20-24 Years	<20 Years	-.159	.254	1.000	-.96	.65
		25-29 Years	-.063	.091	1.000	-.35	.23
		30-34 Years	-.061	.089	1.000	-.34	.22
		35-39 Years	-.018	.082	1.000	-.28	.24
		40-44 Years	-.141	.082	.785	-.40	.12
	45-49 Years		.036	.084	1.000	-.23	.30
	50-54 Years		.039	.087	1.000	-.24	.32
	55-59 Years		.068	.104	1.000	-.26	.40
	60-75 Years		.206	.120	.785	-.17	.59
	25-29 Years	<20 Years	-.096	.249	1.000	-.88	.69
		20-24 Years	.063	.091	1.000	-.23	.35
		30-34 Years	.003	.075	1.000	-.23	.24
		35-39 Years	.045	.065	1.000	-.16	.25

	40-44		-.078	.066	.975	-.29	.13
	Years						
	45-49		.100	.068	.906	-.12	.32
	Years						
	50-54		.102	.072	.921	-.13	.33
	Years						
	55-59		.132	.091	.912	-.16	.42
	Years						
	60-75		.270	.109	.289	-.08	.62
	Years						
30-34 Years	<20 Years		-.098	.248	1.000	-.89	.69
	20-24		.061	.089	1.000	-.22	.34
	Years						
	25-29		-.003	.075	1.000	-.24	.23
	Years						
	35-39		.042	.063	1.000	-.16	.24
	Years						
	40-44		-.080	.064	.961	-.28	.12
	Years						
	45-49		.097	.066	.905	-.11	.31
	Years						
	50-54		.099	.070	.921	-.12	.32
	Years						
	55-59		.129	.089	.914	-.15	.41
	Years						
35-39 Years	60-75		.267	.108	.288	-.08	.61
	Years						
	<20 Years		-.141	.246	1.000	-.92	.64
	20-24		.018	.082	1.000	-.24	.28
	Years						
	25-29		-.045	.065	1.000	-.25	.16
	Years						
	30-34		-.042	.063	1.000	-.24	.16
	Years						
	40-44		-.123	.053	.363	-.29	.04
	Years						
	45-49		.054	.055	.993	-.12	.23
	Years						
	50-54		.057	.060	.995	-.13	.25
	Years						

	55-59 Years	.086	.082	.989	-.17	.35
	60-75 Years	.225	.102	.458	-.10	.55
40-44 Years	<20 Years	-.018	.246	1.000	-.80	.76
	20-24 Years	.141	.082	.785	-.12	.40
	25-29 Years	.078	.066	.975	-.13	.29
	30-34 Years	.080	.064	.961	-.12	.28
	35-39 Years	.123	.053	.363	-.04	.29
	45-49 Years	.177 [*]	.056	.050	.00	.35
	50-54 Years	.180	.060	.087	-.01	.37
	55-59 Years	.209	.082	.245	-.05	.47
	60-75 Years	.348 [*]	.102	.025	.02	.67
45-49 Years	<20 Years	-.195	.246	.999	-.98	.59
	20-24 Years	-.036	.084	1.000	-.30	.23
	25-29 Years	-.100	.068	.906	-.32	.12
	30-34 Years	-.097	.066	.905	-.31	.11
	35-39 Years	-.054	.055	.993	-.23	.12
	40-44 Years	-.177 [*]	.056	.050	-.35	.00
	50-54 Years	.002	.063	1.000	-.20	.20
	55-59 Years	.032	.084	1.000	-.23	.30
	60-75 Years	.170	.104	.829	-.16	.50
50-54	<20 Years	-.198	.247	.999	-.98	.59

Years	20-24		-.039	.087	1.000	-.32	.24
	Years						
	25-29		-.102	.072	.921	-.33	.13
	Years						
	30-34		-.099	.070	.921	-.32	.12
	Years						
	35-39		-.057	.060	.995	-.25	.13
	Years						
	40-44		-.180	.060	.087	-.37	.01
	Years						
	45-49		-.002	.063	1.000	-.20	.20
	Years						
	55-59		.030	.087	1.000	-.25	.31
	Years						
	60-75		.168	.106	.859	-.17	.51
	Years						
55-59	<20 Years		-.227	.254	.997	-1.03	.58
Years	20-24		-.068	.104	1.000	-.40	.26
	Years						
	25-29		-.132	.091	.912	-.42	.16
	Years						
	30-34		-.129	.089	.914	-.41	.15
	Years						
	35-39		-.086	.082	.989	-.35	.17
	Years						
	40-44		-.209	.082	.245	-.47	.05
	Years						
Years	45-49		-.032	.084	1.000	-.30	.23
	Years						
	50-54		-.030	.087	1.000	-.31	.25
	Years						
	60-75		.138	.120	.979	-.24	.52
	Years						
60-75	<20 Years		-.365	.261	.927	-1.19	.46
Years	20-24		-.206	.120	.785	-.59	.17
	Years						
	25-29		-.270	.109	.289	-.62	.08
	Years						
	30-34		-.267	.108	.288	-.61	.08
	Years						

	35-39 Years	-.225	.102	.458	-.55	.10
	40-44 Years	-.348*	.102	.025	-.67	-.02
	45-49 Years	-.170	.104	.829	-.50	.16
	50-54 Years	-.168	.106	.859	-.51	.17
	55-59 Years	-.138	.120	.979	-.52	.24

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Oral and written communication	<20 Years	20-24 Years	.364	.262	.930	-.47	1.19
		25-29 Years	.231	.257	.996	-.58	1.05
		30-34 Years	.053	.256	1.000	-.76	.87
		35-39 Years	.319	.253	.962	-.48	1.12
		40-44 Years	.161	.254	1.000	-.64	.96
		45-49 Years	.166	.254	1.000	-.64	.97
		50-54 Years	.226	.255	.997	-.58	1.04
		55-59 Years	.205	.262	.999	-.63	1.03
		60-75 Years	.250	.269	.996	-.60	1.10
		20-24 Years	-.364	.262	.930	-1.19	.47
		25-29 Years	-.132	.094	.925	-.43	.17
		30-34 Years	-.310*	.092	.028	-.60	-.02

		35-39 Years		-.045	.085	1.000	-.31	.22
		40-44 Years		-.203	.085	.332	-.47	.07
		45-49 Years		-.198	.087	.406	-.47	.08
		50-54 Years		-.137	.090	.881	-.42	.15
		55-59 Years		-.159	.107	.896	-.50	.18
		60-75 Years		-.114	.124	.996	-.51	.28
		25-29 Years	<20 Years	-.231	.257	.996	-1.05	.58
			20-24 Years	.132	.094	.925	-.17	.43
			30-34 Years	-.178	.077	.380	-.42	.07
			35-39 Years	.087	.067	.954	-.13	.30
		40-44 Years		-.071	.068	.989	-.29	.14
		45-49 Years		-.065	.070	.995	-.29	.16
		50-54 Years		-.005	.074	1.000	-.24	.23
		55-59 Years		-.027	.094	1.000	-.32	.27
		60-75 Years		.019	.113	1.000	-.34	.38
		30-34 Years	<20 Years	-.053	.256	1.000	-.87	.76
			20-24 Years	.310*	.092	.028	.02	.60
			25-29 Years	.178	.077	.380	-.07	.42
			35-39 Years	.266*	.065	.002	.06	.47
			40-44 Years	.107	.066	.831	-.10	.32
		45-49 Years		.113	.068	.822	-.10	.33

	50-54	.173	.072	.331	-.06	.40
	Years					
	55-59	.151	.092	.830	-.14	.44
	Years					
	60-75	.197	.112	.760	-.16	.55
	Years					
35-39 Years	<20 Years	-.319	.253	.962	-1.12	.48
	20-24	.045	.085	1.000	-.22	.31
	Years					
	25-29	-.087	.067	.954	-.30	.13
	Years					
	30-34	-.266*	.065	.002	-.47	-.06
	Years					
	40-44	-.158	.054	.102	-.33	.01
	Years					
	45-49	-.153	.057	.187	-.33	.03
	Years					
	50-54	-.093	.062	.893	-.29	.10
	Years					
	55-59	-.114	.085	.941	-.38	.15
	Years					
	60-75	-.069	.105	1.000	-.40	.27
	Years					
40-44 Years	<20 Years	-.161	.254	1.000	-.96	.64
	20-24	.203	.085	.332	-.07	.47
	Years					
	25-29	.071	.068	.989	-.14	.29
	Years					
	30-34	-.107	.066	.831	-.32	.10
	Years					
	35-39	.158	.054	.102	-.01	.33
	Years					
	45-49	.005	.058	1.000	-.18	.19
	Years					
	50-54	.065	.062	.989	-.13	.26
	Years					
	55-59	.044	.085	1.000	-.23	.31
	Years					
	60-75	.089	.106	.998	-.25	.42
	Years					

	45-49 Years	<20 Years	-.166	.254	1.000	-.97	.64
		20-24 Years	.198	.087	.406	-.08	.47
		25-29 Years	.065	.070	.995	-.16	.29
		30-34 Years	-.113	.068	.822	-.33	.10
		35-39 Years	.153	.057	.187	-.03	.33
		40-44 Years	-.005	.058	1.000	-.19	.18
		50-54 Years	.060	.065	.996	-.15	.27
		55-59 Years	.038	.087	1.000	-.24	.31
		60-75 Years	.084	.107	.999	-.26	.42
	50-54 Years	<20 Years	-.226	.255	.997	-1.04	.58
		20-24 Years	.137	.090	.881	-.15	.42
		25-29 Years	.005	.074	1.000	-.23	.24
		30-34 Years	-.173	.072	.331	-.40	.06
		35-39 Years	.093	.062	.893	-.10	.29
		40-44 Years	-.065	.062	.989	-.26	.13
		45-49 Years	-.060	.065	.996	-.27	.15
		55-59 Years	-.022	.090	1.000	-.31	.26
		60-75 Years	.024	.110	1.000	-.32	.37
	55-59 Years	<20 Years	-.205	.262	.999	-1.03	.63
		20-24 Years	.159	.107	.896	-.18	.50
		25-29 Years	.027	.094	1.000	-.27	.32

	30-34 Years	-.151	.092	.830	-.44	.14
	35-39 Years	.114	.085	.941	-.15	.38
	40-44 Years	-.044	.085	1.000	-.31	.23
	45-49 Years	-.038	.087	1.000	-.31	.24
	50-54 Years	.022	.090	1.000	-.26	.31
	60-75 Years	.045	.124	1.000	-.35	.44
60-75 Years	<20 Years	-.250	.269	.996	-1.10	.60
	20-24 Years	.114	.124	.996	-.28	.51
	25-29 Years	-.019	.113	1.000	-.38	.34
	30-34 Years	-.197	.112	.760	-.55	.16
	35-39 Years	.069	.105	1.000	-.27	.40
	40-44 Years	-.089	.106	.998	-.42	.25
	45-49 Years	-.084	.107	.999	-.42	.26
	50-54 Years	-.024	.110	1.000	-.37	.32
	55-59 Years	-.045	.124	1.000	-.44	.35

*. The mean difference is significant at the 0.05 level.

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Preventative healthcare	<20 Years	20-24 Years	.227	.443	1.000	-1.18	1.63
		25-29 Years	.052	.434	1.000	-1.33	1.43

	30-34 Years	.295	.433	1.000	-1.08	1.67
	35-39 Years	.261	.429	1.000	-1.10	1.62
	40-44 Years	.089	.429	1.000	-1.27	1.45
	45-49 Years	.272	.430	1.000	-1.09	1.64
	50-54 Years	.107	.432	1.000	-1.26	1.48
	55-59 Years	.182	.443	1.000	-1.22	1.59
	60-75 Years	.058	.455	1.000	-1.39	1.50
	20-24 Years	-0.227	.443	1.000	-1.63	1.18
	25-29 Years	-.175	.159	.985	-.68	.33
	30-34 Years	.068	.156	1.000	-.43	.56
	35-39 Years	.034	.143	1.000	-.42	.49
	40-44 Years	-.138	.144	.994	-.59	.32
	45-49 Years	.045	.147	1.000	-.42	.51
	50-54 Years	-.120	.152	.999	-.60	.36
	55-59 Years	-.045	.181	1.000	-.62	.53
	60-75 Years	-.170	.210	.998	-.83	.50
	25-29 Years	-.052	.434	1.000	-1.43	1.33
	20-24 Years	.175	.159	.985	-.33	.68
	30-34 Years	.242	.130	.695	-.17	.66
	35-39 Years	.209	.114	.714	-.15	.57
	40-44 Years	.037	.115	1.000	-.33	.40

	45-49 Years	.219	.119	.705	-.16	.60
	50-54 Years	.055	.125	1.000	-.34	.45
	55-59 Years	.129	.159	.998	-.37	.63
	60-75 Years	.005	.191	1.000	-.60	.61
30-34 Years	<20 Years	-.295	.433	1.000	-1.67	1.08
	20-24 Years	-.068	.156	1.000	-.56	.43
	25-29 Years	-.242	.130	.695	-.66	.17
	35-39 Years	-.033	.110	1.000	-.38	.32
	40-44 Years	-.206	.111	.703	-.56	.15
	45-49 Years	-.023	.115	1.000	-.39	.34
	50-54 Years	-.188	.122	.877	-.58	.20
	55-59 Years	-.113	.156	.999	-.61	.38
	60-75 Years	-.237	.189	.963	-.84	.36
35-39 Years	<20 Years	-.261	.429	1.000	-1.62	1.10
	20-24 Years	-.034	.143	1.000	-.49	.42
	25-29 Years	-.209	.114	.714	-.57	.15
	30-34 Years	.033	.110	1.000	-.32	.38
	40-44 Years	-.172	.092	.684	-.46	.12
	45-49 Years	.010	.097	1.000	-.30	.32
	50-54 Years	-.154	.105	.903	-.49	.18
	55-59 Years	-.080	.143	1.000	-.53	.37

		60-75 Years	-.204	.178	.980	-.77	.36
40-44 Years	<20 Years Years	20-24 Years	-.089	.429	1.000	-1.45	1.27
		25-29 Years	.138	.144	.994	-.32	.59
		30-34 Years	-.037	.115	1.000	-.40	.33
		35-39 Years	.206	.111	.703	-.15	.56
		45-49 Years	.172	.092	.684	-.12	.46
		50-54 Years	.183	.098	.689	-.13	.49
		55-59 Years	.018	.105	1.000	-.32	.35
		60-75 Years	.093	.144	1.000	-.36	.55
			-.032	.179	1.000	-.60	.54
45-49 Years	<20 Years Years	20-24 Years	-.272	.430	1.000	-1.64	1.09
		25-29 Years	-.045	.147	1.000	-.51	.42
		30-34 Years	-.219	.119	.705	-.60	.16
		35-39 Years	.023	.115	1.000	-.34	.39
		40-44 Years	-.010	.097	1.000	-.32	.30
		45-49 Years	-.183	.098	.689	-.49	.13
		50-54 Years	-.165	.110	.893	-.51	.18
		55-59 Years	-.090	.147	1.000	-.56	.38
		60-75 Years	-.214	.181	.975	-.79	.36
50-54 Years	<20 Years Years	20-24 Years	-.107	.432	1.000	-1.48	1.26
			.120	.152	.999	-.36	.60

	25-29 Years		-.055	.125	1.000	-.45	.34
	30-34 Years		.188	.122	.877	-.20	.58
	35-39 Years		.154	.105	.903	-.18	.49
	40-44 Years		-.018	.105	1.000	-.35	.32
	45-49 Years		.165	.110	.893	-.18	.51
	55-59 Years		.075	.152	1.000	-.41	.56
	60-75 Years		-.049	.186	1.000	-.64	.54
	55-59 Years	<20 Years	-.182	.443	1.000	-1.59	1.22
		20-24 Years	.045	.181	1.000	-.53	.62
		25-29 Years	-.129	.159	.998	-.63	.37
	30-34 Years		.113	.156	.999	-.38	.61
	35-39 Years		.080	.143	1.000	-.37	.53
	40-44 Years		-.093	.144	1.000	-.55	.36
	45-49 Years		.090	.147	1.000	-.38	.56
	50-54 Years		-.075	.152	1.000	-.56	.41
	60-75 Years		-.124	.210	1.000	-.79	.54
	60-75 Years	<20 Years	-.058	.455	1.000	-1.50	1.39
		20-24 Years	.170	.210	.998	-.50	.83
		25-29 Years	-.005	.191	1.000	-.61	.60
	30-34 Years		.237	.189	.963	-.36	.84
	35-39 Years		.204	.178	.980	-.36	.77

	40-44	.032	.179	1.000	-.54	.60
	Years					
	45-49	.214	.181	.975	-.36	.79
	Years					
	50-54	.049	.186	1.000	-.54	.64
	Years					
	55-59	.124	.210	1.000	-.54	.79
	Years					

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Recognise limitations	<20 Years	20-24 Years	.341	.290	.976	-.58	1.26
		25-29 Years	.194	.284	1.000	-.71	1.10
		30-34 Years	.143	.284	1.000	-.76	1.04
		35-39 Years	.336	.281	.973	-.55	1.23
		40-44 Years	.149	.281	1.000	-.74	1.04
		45-49 Years	.312	.281	.984	-.58	1.20
		50-54 Years	.255	.283	.996	-.64	1.15
		55-59 Years	.386	.290	.946	-.53	1.31
		60-75 Years	.365	.298	.968	-.58	1.31
		20-24 Years	-.341	.290	.976	-1.26	.58
		25-29 Years	-.146	.104	.924	-.48	.18
		30-34 Years	-.198	.102	.647	-.52	.13
		35-39 Years	-.005	.094	1.000	-.30	.29
		40-44 Years					

	40-44 Years		-.192	.094	.568	-.49	.11
	45-49 Years		-.029	.096	1.000	-.33	.28
	50-54 Years		-.086	.100	.997	-.40	.23
	55-59 Years		.045	.118	1.000	-.33	.42
	60-75 Years		.024	.137	1.000	-.41	.46
	25-29 Years	<20 Years	-.194	.284	1.000	-1.10	.71
		20-24 Years	.146	.104	.924	-.18	.48
		30-34 Years	-.051	.085	1.000	-.32	.22
		35-39 Years	.142	.075	.670	-.09	.38
		40-44 Years	-.046	.075	1.000	-.28	.19
		45-49 Years	.118	.078	.887	-.13	.36
		50-54 Years	.060	.082	.999	-.20	.32
		55-59 Years	.192	.104	.705	-.14	.52
		60-75 Years	.171	.125	.937	-.23	.57
	30-34 Years	<20 Years	-.143	.284	1.000	-1.04	.76
		20-24 Years	.198	.102	.647	-.13	.52
		25-29 Years	.051	.085	1.000	-.22	.32
		35-39 Years	.193	.072	.188	-.04	.42
		40-44 Years	.006	.073	1.000	-.23	.24
		45-49 Years	.169	.076	.434	-.07	.41
		50-54 Years	.112	.080	.929	-.14	.37

		55-59 Years	.243	.102	.341	-.08	.57
		60-75 Years	.222	.124	.738	-.17	.61
35-39 Years	<20 Years		-.336	.281	.973	-1.23	.55
	20-24 Years		.005	.094	1.000	-.29	.30
	25-29 Years		-.142	.075	.670	-.38	.09
	30-34 Years		-.193	.072	.188	-.42	.04
	40-44 Years		-.187	.060	.058	-.38	.00
	45-49 Years		-.024	.063	1.000	-.23	.18
	50-54 Years		-.081	.069	.974	-.30	.14
	55-59 Years		.050	.094	1.000	-.25	.35
	60-75 Years		.029	.117	1.000	-.34	.40
	<20 Years		-.149	.281	1.000	-1.04	.74
	20-24 Years		.192	.094	.568	-.11	.49
	25-29 Years		.046	.075	1.000	-.19	.28
	30-34 Years		-.006	.073	1.000	-.24	.23
	35-39 Years		.187	.060	.058	.00	.38
	45-49 Years		.163	.064	.241	-.04	.37
	50-54 Years		.106	.069	.878	-.11	.32
	55-59 Years		.238	.094	.255	-.06	.54
	60-75 Years		.217	.117	.701	-.15	.59
45-49	<20 Years		-.312	.281	.984	-1.20	.58

	Years	20-24	.029	.096	1.000	-.28	.33
		Years					
		25-29	-.118	.078	.887	-.36	.13
		Years					
		30-34	-.169	.076	.434	-.41	.07
		Years					
		35-39	.024	.063	1.000	-.18	.23
		Years					
		40-44	-.163	.064	.241	-.37	.04
		Years					
		50-54	-.057	.072	.999	-.29	.17
		Years					
		55-59	.074	.096	.999	-.23	.38
		Years					
		60-75	.053	.119	1.000	-.32	.43
		Years					
	50-54 Years	<20 Years	-.255	.283	.996	-1.15	.64
		20-24	.086	.100	.997	-.23	.40
		Years					
		25-29	-.060	.082	.999	-.32	.20
		Years					
		30-34	-.112	.080	.929	-.37	.14
		Years					
		35-39	.081	.069	.974	-.14	.30
		Years					
		40-44	-.106	.069	.878	-.32	.11
		Years					
		45-49	.057	.072	.999	-.17	.29
		Years					
		55-59	.132	.100	.949	-.18	.45
		Years					
		60-75	.111	.122	.996	-.27	.50
		Years					
	55-59 Years	<20 Years	-.386	.290	.946	-1.31	.53
		20-24	-.045	.118	1.000	-.42	.33
		Years					
		25-29	-.192	.104	.705	-.52	.14
		Years					
		30-34	-.243	.102	.341	-.57	.08
		Years					

	35-39 Years					
	40-44 Years					
	45-49 Years					
	50-54 Years					
	60-75 Years					
60-75 Years	<20 Years					
	20-24 Years					
	25-29 Years					
	30-34 Years					
	35-39 Years					
	40-44 Years					
	45-49 Years					
	50-54 Years					
	55-59 Years					

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I- J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Extended scope	<20 Years	20-24 Years	.909	.476	.661	-.60	2.42
		25-29 Years	.759	.466	.834	-.72	2.24
		30-34 Years	.657	.465	.923	-.82	2.13

	35-39 Years	.575	.460	.964	-.89	2.04
	40-44 Years	.565	.461	.968	-.90	2.03
	45-49 Years	.639	.462	.932	-.83	2.10
	50-54 Years	.567	.464	.969	-.90	2.04
	55-59 Years	.659	.476	.931	-.85	2.17
	60-75 Years	.731	.489	.894	-.82	2.28
	20-24 Years <20 Years	-.909	.476	.661	-2.42	.60
	25-29 Years	-.150	.171	.997	-.69	.39
	30-34 Years	-.252	.168	.892	-.78	.28
	35-39 Years	-.334	.154	.474	-.82	.15
	40-44 Years	-.344	.154	.438	-.83	.15
	45-49 Years	-.270	.158	.788	-.77	.23
	50-54 Years	-.342	.164	.532	-.86	.18
	55-59 Years	-.250	.194	.956	-.87	.37
	60-75 Years	-.178	.225	.999	-.89	.54
	25-29 Years <20 Years	-.759	.466	.834	-2.24	.72
	20-24 Years	.150	.171	.997	-.39	.69
	30-34 Years	-.102	.140	.999	-.55	.34
	35-39 Years	-.185	.122	.890	-.57	.20
	40-44 Years	-.194	.123	.861	-.58	.20
	45-49 Years	-.121	.128	.995	-.53	.28

	50-54 Years	-.193	.135	.918	-.62	.23
	55-59 Years	-.100	.171	1.000	-.64	.44
	60-75 Years	-.028	.205	1.000	-.68	.62
30-34 Years	<20 Years	-.657	.465	.923	-2.13	.82
	20-24 Years	.252	.168	.892	-.28	.78
	25-29 Years	.102	.140	.999	-.34	.55
	35-39 Years	-.083	.119	1.000	-.46	.29
	40-44 Years	-.092	.119	.999	-.47	.29
	45-49 Years	-.019	.124	1.000	-.41	.37
	50-54 Years	-.091	.131	1.000	-.51	.33
	55-59 Years	.002	.168	1.000	-.53	.53
	60-75 Years	.073	.203	1.000	-.57	.72
35-39 Years	<20 Years	-.575	.460	.964	-2.04	.89
	20-24 Years	.334	.154	.474	-.15	.82
	25-29 Years	.185	.122	.890	-.20	.57
	30-34 Years	.083	.119	1.000	-.29	.46
	40-44 Years	-.009	.098	1.000	-.32	.30
	45-49 Years	.064	.104	1.000	-.27	.39
	50-54 Years	-.008	.113	1.000	-.36	.35
	55-59 Years	.084	.154	1.000	-.40	.57
	60-75 Years	.156	.191	.998	-.45	.76

40-44 Years	<20 Years	-.565	.461	.968	-2.03	.90
	20-24	.344	.154	.438	-.15	.83
	Years					
	25-29	.194	.123	.861	-.20	.58
	Years					
	30-34	.092	.119	.999	-.29	.47
	Years					
	35-39	.009	.098	1.000	-.30	.32
	Years					
	45-49	.073	.105	1.000	-.26	.41
	Years					
	50-54	.001	.113	1.000	-.36	.36
	Years					
	55-59	.094	.154	1.000	-.40	.58
	Years					
	60-75	.165	.192	.997	-.44	.77
	Years					
45-49 Years	<20 Years	-.639	.462	.932	-2.10	.83
	20-24	.270	.158	.788	-.23	.77
	Years					
	25-29	.121	.128	.995	-.28	.53
	Years					
	30-34	.019	.124	1.000	-.37	.41
	Years					
	35-39	-.064	.104	1.000	-.39	.27
	Years					
	40-44	-.073	.105	1.000	-.41	.26
	Years					
	50-54	-.072	.118	1.000	-.45	.30
	Years					
	55-59	.020	.158	1.000	-.48	.52
	Years					
	60-75	.092	.195	1.000	-.53	.71
	Years					
50-54 Years	<20 Years	-.567	.464	.969	-2.04	.90
	20-24	.342	.164	.532	-.18	.86
	Years					
	25-29	.193	.135	.918	-.23	.62
	Years					

	30-34 Years	.091	.131	1.000	-.33	.51
	35-39 Years	.008	.113	1.000	-.35	.36
	40-44 Years	-.001	.113	1.000	-.36	.36
	45-49 Years	.072	.118	1.000	-.30	.45
	55-59 Years	.092	.164	1.000	-.43	.61
	60-75 Years	.164	.199	.998	-.47	.80
	55-59 Years <20 Years	-.659	.476	.931	-2.17	.85
	20-24 Years	.250	.194	.956	-.37	.87
	25-29 Years	.100	.171	1.000	-.44	.64
	30-34 Years	-.002	.168	1.000	-.53	.53
	35-39 Years	-.084	.154	1.000	-.57	.40
	40-44 Years	-.094	.154	1.000	-.58	.40
	45-49 Years	-.020	.158	1.000	-.52	.48
	50-54 Years	-.092	.164	1.000	-.61	.43
	60-75 Years	.072	.225	1.000	-.64	.79
	60-75 Years <20 Years	-.731	.489	.894	-2.28	.82
	20-24 Years	.178	.225	.999	-.54	.89
	25-29 Years	.028	.205	1.000	-.62	.68
	30-34 Years	-.073	.203	1.000	-.72	.57
	35-39 Years	-.156	.191	.998	-.76	.45
	40-44 Years	-.165	.192	.997	-.77	.44

	45-49 Years	-.092	.195	1.000	-.71	.53
	50-54 Years	-.164	.199	.998	-.80	.47
	55-59 Years	-.072	.225	1.000	-.79	.64

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Use reflection	<20 Years	20-24 Years	.250	.270	.996	-.61	1.11
		25-29 Years	.182	.264	1.000	-.66	1.02
		30-34 Years	.166	.264	1.000	-.67	1.00
		35-39 Years	.164	.261	1.000	-.66	.99
		40-44 Years	.107	.261	1.000	-.72	.94
		45-49 Years	.327	.262	.964	-.50	1.16
		50-54 Years	.245	.263	.995	-.59	1.08
		55-59 Years	.341	.270	.961	-.51	1.20
		60-75 Years	.596	.277	.492	-.28	1.48
	20-24 Years	<20 Years	-.250	.270	.996	-1.11	.61
		25-29 Years	-.068	.097	1.000	-.37	.24
		30-34 Years	-.084	.095	.997	-.39	.22
		35-39 Years	-.086	.087	.993	-.36	.19
		40-44 Years	-.143	.087	.831	-.42	.13
		45-49 Years	.077	.089	.998	-.21	.36
		50-54 Years	-.005	.093	1.000	-.30	.29
		55-59 Years	.091	.110	.998	-.26	.44
		60-75 Years	.346	.128	.171	-.06	.75
	25-29 Years	<20 Years	-.182	.264	1.000	-1.02	.66
		20-24 Years	.068	.097	1.000	-.24	.37
		30-34 Years	-.016	.079	1.000	-.27	.24
		35-39 Years	-.018	.069	1.000	-.24	.20
		40-44 Years	-.075	.070	.987	-.30	.15
		45-49 Years	.145	.072	.601	-.08	.37
		50-54 Years	.063	.076	.998	-.18	.31
		55-59 Years	.159	.097	.827	-.15	.47

	60-75 Years	.414 [*]	.116	.014	.04	.78
30-34 Years	<20 Years	-.166	.264	1.000	-1.00	.67
	20-24 Years	.084	.095	.997	-.22	.39
	25-29 Years	.016	.079	1.000	-.24	.27
	35-39 Years	-.002	.067	1.000	-.22	.21
	40-44 Years	-.059	.068	.997	-.27	.16
	45-49 Years	.161	.070	.397	-.06	.38
	50-54 Years	.080	.074	.987	-.16	.32
	55-59 Years	.175	.095	.709	-.13	.48
	60-75 Years	.430 [*]	.115	.007	.07	.80
35-39 Years	<20 Years	-.164	.261	1.000	-.99	.66
	20-24 Years	.086	.087	.993	-.19	.36
	25-29 Years	.018	.069	1.000	-.20	.24
	30-34 Years	.002	.067	1.000	-.21	.22
	40-44 Years	-.057	.056	.991	-.23	.12
	45-49 Years	.163	.059	.151	-.02	.35
	50-54 Years	.081	.064	.959	-.12	.28
	55-59 Years	.177	.087	.576	-.10	.45
	60-75 Years	.432 [*]	.109	.003	.09	.78
40-44 Years	<20 Years	-.107	.261	1.000	-.94	.72
	20-24 Years	.143	.087	.831	-.13	.42
	25-29 Years	.075	.070	.987	-.15	.30
	30-34 Years	.059	.068	.997	-.16	.27
	35-39 Years	.057	.056	.991	-.12	.23
	45-49 Years	.219 [*]	.059	.009	.03	.41
	50-54 Years	.138	.064	.492	-.07	.34
	55-59 Years	.234	.087	.186	-.04	.51
	60-75 Years	.489 [*]	.109	.000	.14	.83
45-49 Years	<20 Years	-.327	.262	.964	-1.16	.50
	20-24 Years	-.077	.089	.998	-.36	.21
	25-29 Years	-.145	.072	.601	-.37	.08
	30-34 Years	-.161	.070	.397	-.38	.06
	35-39 Years	-.163	.059	.151	-.35	.02
	40-44 Years	-.219 [*]	.059	.009	-.41	-.03
	50-54 Years	-.081	.067	.970	-.29	.13
	55-59 Years	.014	.089	1.000	-.27	.30
	60-75 Years	.270	.110	.303	-.08	.62
50-54 Years	<20 Years	-.245	.263	.995	-1.08	.59

	20-24 Years	.005	.093	1.000	-.29	.30
	25-29 Years	-.063	.076	.998	-.31	.18
	30-34 Years	-.080	.074	.987	-.32	.16
	35-39 Years	-.081	.064	.959	-.28	.12
	40-44 Years	-.138	.064	.492	-.34	.07
	45-49 Years	.081	.067	.970	-.13	.29
	55-59 Years	.096	.093	.990	-.20	.39
	60-75 Years	.351	.113	.061	-.01	.71
55-59 Years	<20 Years	-.341	.270	.961	-1.20	.51
	20-24 Years	-.091	.110	.998	-.44	.26
	25-29 Years	-.159	.097	.827	-.47	.15
	30-34 Years	-.175	.095	.709	-.48	.13
	35-39 Years	-.177	.087	.576	-.45	.10
	40-44 Years	-.234	.087	.186	-.51	.04
	45-49 Years	-.014	.089	1.000	-.30	.27
	50-54 Years	-.096	.093	.990	-.39	.20
	60-75 Years	.255	.128	.600	-.15	.66
60-75 Years	<20 Years	-.596	.277	.492	-1.48	.28
	20-24 Years	-.346	.128	.171	-.75	.06
	25-29 Years	-.414 [*]	.116	.014	-.78	-.04
	30-34 Years	-.430 [*]	.115	.007	-.80	-.07
	35-39 Years	-.432 [*]	.109	.003	-.78	-.09
	40-44 Years	-.489 [*]	.109	.000	-.83	-.14
	45-49 Years	-.270	.110	.303	-.62	.08
	50-54 Years	-.351	.113	.061	-.71	.01
	55-59 Years	-.255	.128	.600	-.66	.15

*. The mean difference is significant at the 0.05 level.

Appendix G: Geographical Location (Section 3 – Post Hoc Results)

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) loc	(J) loc	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Non-judgemental	1=VIC	2=TAS	-.138	.105	.893	-.46	.18
		3=ACT	-.041	.114	1.000	-.39	.31
		4=QLD	-.017	.063	1.000	-.21	.17
		5=SA	.015	.072	1.000	-.20	.23
		6=WA	-.013	.077	1.000	-.25	.22
		7=NSW	.054	.052	.967	-.10	.21
		8=NT	-.013	.142	1.000	-.44	.42
	2=TAS	1=VIC	.138	.105	.893	-.18	.46
		3=ACT	.096	.143	.998	-.34	.53
		4=QLD	.120	.106	.949	-.20	.44
		5=SA	.152	.112	.873	-.19	.49
		6=WA	.125	.115	.959	-.22	.47
		7=NSW	.192	.100	.538	-.11	.49
		8=NT	.125	.165	.995	-.38	.63
	3=ACT	1=VIC	.041	.114	1.000	-.31	.39
		2=TAS	-.096	.143	.998	-.53	.34
		4=QLD	.024	.116	1.000	-.33	.38
		5=SA	.056	.121	1.000	-.31	.42
		6=WA	.029	.124	1.000	-.35	.40
		7=NSW	.095	.110	.989	-.24	.43
		8=NT	.029	.172	1.000	-.49	.55
	4=QLD	1=VIC	.017	.063	1.000	-.17	.21
		2=TAS	-.120	.106	.949	-.44	.20
		3=ACT	-.024	.116	1.000	-.38	.33
		5=SA	.032	.074	1.000	-.19	.26
		6=WA	.005	.079	1.000	-.23	.24
		7=NSW	.071	.055	.900	-.10	.24
		8=NT	.005	.143	1.000	-.43	.44
	5=SA	1=VIC	-.015	.072	1.000	-.23	.20
		2=TAS	-.152	.112	.873	-.49	.19

		3=ACT		-.056	.121	1.000	-.42	.31
		4=QLD		-.032	.074	1.000	-.26	.19
		6=WA		-.027	.086	1.000	-.29	.23
		7=NSW		.039	.065	.999	-.16	.24
		8=NT		-.027	.147	1.000	-.47	.42
	6=WA	1=VIC		.013	.077	1.000	-.22	.25
		2=TAS		-.125	.115	.959	-.47	.22
		3=ACT		-.029	.124	1.000	-.40	.35
		4=QLD		-.005	.079	1.000	-.24	.23
		5=SA		.027	.086	1.000	-.23	.29
		7=NSW		.067	.070	.981	-.15	.28
		8=NT		.000	.149	1.000	-.45	.45
	7=NSW	1=VIC		-.054	.052	.967	-.21	.10
		2=TAS		-.192	.100	.538	-.49	.11
		3=ACT		-.095	.110	.989	-.43	.24
		4=QLD		-.071	.055	.900	-.24	.10
		5=SA		-.039	.065	.999	-.24	.16
		6=WA		-.067	.070	.981	-.28	.15
		8=NT		-.067	.138	1.000	-.49	.35
	8=NT	1=VIC		.013	.142	1.000	-.42	.44
		2=TAS		-.125	.165	.995	-.63	.38
		3=ACT		-.029	.172	1.000	-.55	.49
		4=QLD		-.005	.143	1.000	-.44	.43
		5=SA		.027	.147	1.000	-.42	.47
		6=WA		.000	.149	1.000	-.45	.45
		7=NSW		.067	.138	1.000	-.35	.49
Enquiry and research	1=VIC	2=TAS		-.219	.115	.551	-.57	.13
		3=ACT		-.202	.126	.747	-.58	.18
		4=QLD		-.225 ⁺	.069	.027	-.44	-.01
		5=SA		-.315 ⁺	.079	.002	-.56	-.07
		6=WA		-.069	.084	.992	-.33	.19
		7=NSW		-.067	.057	.941	-.24	.11
		8=NT		-.188	.156	.931	-.66	.29
	2=TAS	1=VIC		.219	.115	.551	-.13	.57
		3=ACT		.017	.157	1.000	-.46	.49
		4=QLD		-.006	.117	1.000	-.36	.35
		5=SA		-.096	.123	.994	-.47	.28
		6=WA		.149	.126	.937	-.23	.53
		7=NSW		.152	.110	.864	-.18	.49

	8=NT	.031	.182	1.000	-.52	.58
3=ACT	1=VIC	.202	.126	.747	-.18	.58
	2=TAS	-.017	.157	1.000	-.49	.46
	4=QLD	-.023	.127	1.000	-.41	.36
	5=SA	-.113	.133	.990	-.52	.29
	6=WA	.132	.136	.978	-.28	.55
	7=NSW	.135	.121	.953	-.23	.50
	8=NT	.014	.189	1.000	-.56	.59
4=QLD	1=VIC	.225 [*]	.069	.027	.01	.44
	2=TAS	.006	.117	1.000	-.35	.36
	3=ACT	.023	.127	1.000	-.36	.41
	5=SA	-.090	.082	.957	-.34	.16
	6=WA	.156	.087	.625	-.11	.42
	7=NSW	.158	.060	.149	-.03	.34
	8=NT	.037	.157	1.000	-.44	.52
5=SA	1=VIC	.315 [*]	.079	.002	.07	.56
	2=TAS	.096	.123	.994	-.28	.47
	3=ACT	.113	.133	.990	-.29	.52
	4=QLD	.090	.082	.957	-.16	.34
	6=WA	.245	.095	.161	-.04	.53
	7=NSW	.248 [*]	.071	.012	.03	.47
	8=NT	.127	.162	.994	-.36	.62
6=WA	1=VIC	.069	.084	.992	-.19	.33
	2=TAS	-.149	.126	.937	-.53	.23
	3=ACT	-.132	.136	.978	-.55	.28
	4=QLD	-.156	.087	.625	-.42	.11
	5=SA	-.245	.095	.161	-.53	.04
	7=NSW	.003	.077	1.000	-.23	.24
	8=NT	-.118	.164	.996	-.62	.38
7=NSW	1=VIC	.067	.057	.941	-.11	.24
	2=TAS	-.152	.110	.864	-.49	.18
	3=ACT	-.135	.121	.953	-.50	.23
	4=QLD	-.158	.060	.149	-.34	.03
	5=SA	-.248 [*]	.071	.012	-.47	-.03
	6=WA	-.003	.077	1.000	-.24	.23
	8=NT	-.121	.152	.993	-.58	.34
8=NT	1=VIC	.188	.156	.931	-.29	.66
	2=TAS	-.031	.182	1.000	-.58	.52
	3=ACT	-.014	.189	1.000	-.59	.56
	4=QLD	-.037	.157	1.000	-.52	.44

		5=SA	-.127	.162	.994	-.62	.36
		6=WA	.118	.164	.996	-.38	.62
		7=NSW	.121	.152	.993	-.34	.58
Respectful	1=VIC	2=TAS	.013	.097	1.000	-.28	.31
		3=ACT	.077	.106	.996	-.24	.40
		4=QLD	.094	.058	.743	-.08	.27
		5=SA	.042	.067	.999	-.16	.24
		6=WA	.051	.071	.997	-.16	.27
		7=NSW	.097	.048	.469	-.05	.24
		8=NT	-.019	.131	1.000	-.42	.38
	2=TAS	1=VIC	-.013	.097	1.000	-.31	.28
		3=ACT	.065	.132	1.000	-.34	.47
		4=QLD	.082	.098	.991	-.22	.38
		5=SA	.029	.103	1.000	-.29	.34
		6=WA	.038	.106	1.000	-.28	.36
		7=NSW	.084	.092	.985	-.20	.37
		8=NT	-.031	.153	1.000	-.50	.43
	3=ACT	1=VIC	-.077	.106	.996	-.40	.24
		2=TAS	-.065	.132	1.000	-.47	.34
		4=QLD	.017	.107	1.000	-.31	.34
		5=SA	-.036	.112	1.000	-.38	.30
		6=WA	-.027	.114	1.000	-.37	.32
		7=NSW	.019	.102	1.000	-.29	.33
		8=NT	-.096	.159	.999	-.58	.39
	4=QLD	1=VIC	-.094	.058	.743	-.27	.08
		2=TAS	-.082	.098	.991	-.38	.22
		3=ACT	-.017	.107	1.000	-.34	.31
		5=SA	-.053	.069	.995	-.26	.16
		6=WA	-.044	.073	.999	-.27	.18
		7=NSW	.003	.051	1.000	-.15	.16
		8=NT	-.113	.132	.990	-.51	.29
	5=SA	1=VIC	-.042	.067	.999	-.24	.16
		2=TAS	-.029	.103	1.000	-.34	.29
		3=ACT	.036	.112	1.000	-.30	.38
		4=QLD	.053	.069	.995	-.16	.26
		6=WA	.009	.080	1.000	-.23	.25
		7=NSW	.055	.060	.984	-.13	.24
		8=NT	-.060	.136	1.000	-.47	.35
	6=WA	1=VIC	-.051	.071	.997	-.27	.16
		2=TAS	-.038	.106	1.000	-.36	.28

		3=ACT	.027	.114	1.000	-.32	.37
		4=QLD	.044	.073	.999	-.18	.27
		5=SA	-.009	.080	1.000	-.25	.23
		7=NSW	.046	.065	.997	-.15	.24
		8=NT	-.069	.138	1.000	-.49	.35
	7=NSW	1=VIC	-.097	.048	.469	-.24	.05
		2=TAS	-.084	.092	.985	-.37	.20
		3=ACT	-.019	.102	1.000	-.33	.29
		4=QLD	-.003	.051	1.000	-.16	.15
		5=SA	-.055	.060	.984	-.24	.13
		6=WA	-.046	.065	.997	-.24	.15
		8=NT	-.115	.128	.986	-.50	.27
	8=NT	1=VIC	.019	.131	1.000	-.38	.42
		2=TAS	.031	.153	1.000	-.43	.50
		3=ACT	.096	.159	.999	-.39	.58
		4=QLD	.113	.132	.990	-.29	.51
		5=SA	.060	.136	1.000	-.35	.47
		6=WA	.069	.138	1.000	-.35	.49
		7=NSW	.115	.128	.986	-.27	.50
Critical Thinking	1=VIC	2=TAS	-.162	.089	.598	-.43	.11
		3=ACT	-.057	.097	.999	-.35	.24
		4=QLD	-.102	.054	.543	-.26	.06
		5=SA	-.150	.061	.218	-.33	.04
		6=WA	-.149	.065	.302	-.35	.05
		7=NSW	.081	.044	.589	-.05	.21
		8=NT	-.037	.120	1.000	-.40	.33
	2=TAS	1=VIC	.162	.089	.598	-.11	.43
		3=ACT	.106	.121	.988	-.26	.47
		4=QLD	.060	.090	.998	-.21	.33
		5=SA	.013	.095	1.000	-.27	.30
		6=WA	.014	.097	1.000	-.28	.31
		7=NSW	.243	.085	.079	-.01	.50
		8=NT	.125	.140	.987	-.30	.55
	3=ACT	1=VIC	.057	.097	.999	-.24	.35
		2=TAS	-.106	.121	.988	-.47	.26
		4=QLD	-.046	.098	1.000	-.34	.25
		5=SA	-.093	.102	.985	-.40	.22
		6=WA	-.092	.105	.988	-.41	.23
		7=NSW	.138	.093	.819	-.15	.42
		8=NT	.019	.146	1.000	-.42	.46

	4=QLD	1=VIC	.102	.054	.543	-.06	.26
		2=TAS	-.060	.090	.998	-.33	.21
		3=ACT	.046	.098	1.000	-.25	.34
		5=SA	-.047	.063	.995	-.24	.14
		6=WA	-.046	.067	.997	-.25	.16
		7=NSW	.183 [*]	.047	.002	.04	.32
		8=NT	.065	.121	.999	-.30	.43
	5=SA	1=VIC	.150	.061	.218	-.04	.33
		2=TAS	-.013	.095	1.000	-.30	.27
		3=ACT	.093	.102	.985	-.22	.40
		4=QLD	.047	.063	.995	-.14	.24
		6=WA	.001	.073	1.000	-.22	.22
		7=NSW	.230 [*]	.055	.001	.06	.40
		8=NT	.112	.125	.986	-.27	.49
	6=WA	1=VIC	.149	.065	.302	-.05	.35
		2=TAS	-.014	.097	1.000	-.31	.28
		3=ACT	.092	.105	.988	-.23	.41
		4=QLD	.046	.067	.997	-.16	.25
		5=SA	-.001	.073	1.000	-.22	.22
		7=NSW	.230 [*]	.059	.003	.05	.41
		8=NT	.111	.127	.988	-.27	.50
	7=NSW	1=VIC	-.081	.044	.589	-.21	.05
		2=TAS	-.243	.085	.079	-.50	.01
		3=ACT	-.138	.093	.819	-.42	.15
		4=QLD	-.183 [*]	.047	.002	-.32	-.04
		5=SA	-.230 [*]	.055	.001	-.40	-.06
		6=WA	-.230 [*]	.059	.003	-.41	-.05
		8=NT	-.118	.117	.973	-.47	.24
	8=NT	1=VIC	.037	.120	1.000	-.33	.40
		2=TAS	-.125	.140	.987	-.55	.30
		3=ACT	-.019	.146	1.000	-.46	.42
		4=QLD	-.065	.121	.999	-.43	.30
		5=SA	-.112	.125	.986	-.49	.27
		6=WA	-.111	.127	.988	-.50	.27
		7=NSW	.118	.117	.973	-.24	.47
Trustworthy	1=VIC	2=TAS	-.063	.073	.989	-.28	.16
		3=ACT	.120	.079	.799	-.12	.36
		4=QLD	-.010	.044	1.000	-.14	.12
		5=SA	-.084	.050	.699	-.24	.07
		6=WA	-.132	.053	.206	-.29	.03

	7=NSW	.005	.036	1.000	-.10	.11
	8=NT	.063	.098	.998	-.24	.36
2=TAS	1=VIC	.063	.073	.989	-.16	.28
	3=ACT	.183	.099	.589	-.12	.48
	4=QLD	.053	.074	.997	-.17	.28
	5=SA	-.022	.078	1.000	-.26	.21
	6=WA	-.069	.080	.988	-.31	.17
	7=NSW	.068	.069	.977	-.14	.28
	8=NT	.125	.115	.959	-.22	.47
3=ACT	1=VIC	-.120	.079	.799	-.36	.12
	2=TAS	-.183	.099	.589	-.48	.12
	4=QLD	-.130	.080	.740	-.37	.11
	5=SA	-.204	.084	.225	-.46	.05
	6=WA	-.252	.086	.066	-.51	.01
	7=NSW	-.115	.076	.806	-.35	.12
	8=NT	-.058	.119	1.000	-.42	.30
4=QLD	1=VIC	.010	.044	1.000	-.12	.14
	2=TAS	-.053	.074	.997	-.28	.17
	3=ACT	.130	.080	.740	-.11	.37
	5=SA	-.074	.052	.838	-.23	.08
	6=WA	-.122	.055	.333	-.29	.04
	7=NSW	.015	.038	1.000	-.10	.13
	8=NT	.072	.099	.996	-.23	.37
5=SA	1=VIC	.084	.050	.699	-.07	.24
	2=TAS	.022	.078	1.000	-.21	.26
	3=ACT	.204	.084	.225	-.05	.46
	4=QLD	.074	.052	.838	-.08	.23
	6=WA	-.048	.060	.993	-.23	.13
	7=NSW	.090	.045	.491	-.05	.23
	8=NT	.147	.102	.840	-.16	.46
6=WA	1=VIC	.132	.053	.206	-.03	.29
	2=TAS	.069	.080	.988	-.17	.31
	3=ACT	.252	.086	.066	-.01	.51
	4=QLD	.122	.055	.333	-.04	.29
	5=SA	.048	.060	.993	-.13	.23
	7=NSW	.137	.049	.090	-.01	.29
	8=NT	.194	.104	.568	-.12	.51
7=NSW	1=VIC	-.005	.036	1.000	-.11	.10
	2=TAS	-.068	.069	.977	-.28	.14
	3=ACT	.115	.076	.806	-.12	.35

			2=TAS	-.031	.104	1.000	-.35	.28
			3=ACT	.166	.112	.816	-.17	.51
			4=QLD	.204	.069	.063	-.01	.41
			6=WA	-.080	.080	.975	-.32	.16
			7=NSW	.176	.060	.068	-.01	.36
			8=NT	.094	.136	.997	-.32	.51
	6=WA	1=VIC		.199	.071	.098	-.02	.41
		2=TAS		.049	.106	1.000	-.27	.37
		3=ACT		.246	.115	.388	-.10	.59
		4=QLD		.283 ⁺	.073	.003	.06	.51
		5=SA		.080	.080	.975	-.16	.32
		7=NSW		.256 ⁺	.065	.002	.06	.45
		8=NT		.174	.138	.915	-.25	.59
	7=NSW	1=VIC		-.057	.048	.934	-.20	.09
		2=TAS		-.207	.093	.330	-.49	.07
		3=ACT		-.010	.102	1.000	-.32	.30
		4=QLD		.027	.051	.999	-.13	.18
		5=SA		-.176	.060	.068	-.36	.01
		6=WA		-.256 ⁺	.065	.002	-.45	-.06
		8=NT		-.082	.128	.998	-.47	.31
	8=NT	1=VIC		.025	.131	1.000	-.37	.42
		2=TAS		-.125	.153	.992	-.59	.34
		3=ACT		.072	.159	1.000	-.41	.56
		4=QLD		.110	.132	.991	-.29	.51
		5=SA		-.094	.136	.997	-.51	.32
		6=WA		-.174	.138	.915	-.59	.25
		7=NSW		.082	.128	.998	-.31	.47
Accountability	1=VIC	2=TAS		-.025	.093	1.000	-.31	.26
		3=ACT		.126	.101	.917	-.18	.43
		4=QLD		.167	.056	.058	.00	.34
		5=SA		-.043	.064	.998	-.24	.15
		6=WA		-.056	.068	.991	-.26	.15
		7=NSW		.205 ⁺	.046	.000	.07	.34
		8=NT		.256	.125	.454	-.12	.64
	2=TAS	1=VIC		.025	.093	1.000	-.26	.31
		3=ACT		.151	.126	.932	-.23	.54
		4=QLD		.192	.094	.455	-.09	.48
		5=SA		-.018	.099	1.000	-.32	.28
		6=WA		-.031	.102	1.000	-.34	.28
		7=NSW		.230	.088	.158	-.04	.50

	8=NT	.281	.147	.538	-.16	.73
3=ACT	1=VIC	-.126	.101	.917	-.43	.18
	2=TAS	-.151	.126	.932	-.54	.23
	4=QLD	.040	.102	1.000	-.27	.35
	5=SA	-.170	.107	.758	-.49	.16
	6=WA	-.183	.109	.708	-.52	.15
	7=NSW	.078	.097	.993	-.22	.37
	8=NT	.130	.152	.990	-.33	.59
4=QLD	1=VIC	-.167	.056	.058	-.34	.00
	2=TAS	-.192	.094	.455	-.48	.09
	3=ACT	-.040	.102	1.000	-.35	.27
	5=SA	-.210 ⁺	.066	.031	-.41	-.01
	6=WA	-.223 ⁺	.070	.031	-.44	-.01
	7=NSW	.038	.049	.994	-.11	.19
	8=NT	.089	.127	.997	-.30	.47
5=SA	1=VIC	.043	.064	.998	-.15	.24
	2=TAS	.018	.099	1.000	-.28	.32
	3=ACT	.170	.107	.758	-.16	.49
	4=QLD	.210 ⁺	.066	.031	.01	.41
	6=WA	-.013	.076	1.000	-.24	.22
	7=NSW	.248 ⁺	.057	.000	.07	.42
	8=NT	.300	.130	.294	-.10	.70
6=WA	1=VIC	.056	.068	.991	-.15	.26
	2=TAS	.031	.102	1.000	-.28	.34
	3=ACT	.183	.109	.708	-.15	.52
	4=QLD	.223 ⁺	.070	.031	.01	.44
	5=SA	.013	.076	1.000	-.22	.24
	7=NSW	.261 ⁺	.062	.001	.07	.45
	8=NT	.313	.132	.261	-.09	.71
7=NSW	1=VIC	-.205 ⁺	.046	.000	-.34	-.07
	2=TAS	-.230	.088	.158	-.50	.04
	3=ACT	-.078	.097	.993	-.37	.22
	4=QLD	-.038	.049	.994	-.19	.11
	5=SA	-.248 ⁺	.057	.000	-.42	-.07
	6=WA	-.261 ⁺	.062	.001	-.45	-.07
	8=NT	.052	.122	1.000	-.32	.42
8=NT	1=VIC	-.256	.125	.454	-.64	.12
	2=TAS	-.281	.147	.538	-.73	.16
	3=ACT	-.130	.152	.990	-.59	.33
	4=QLD	-.089	.127	.997	-.47	.30

			5=SA		-.300	.130	.294	-.70	.10
			6=WA		-.313	.132	.261	-.71	.09
			7=NSW		-.052	.122	1.000	-.42	.32
Patients point of view	1=VIC	2=TAS		-.162	.110	.820	-.50	.17	
		3=ACT		-.045	.120	1.000	-.41	.32	
		4=QLD		.042	.066	.998	-.16	.24	
		5=SA		-.035	.076	1.000	-.26	.20	
		6=WA		-.187	.081	.286	-.43	.06	
		7=NSW		.055	.054	.972	-.11	.22	
		8=NT		.369	.149	.208	-.08	.82	
		2=TAS	1=VIC		.162	.110	.820	-.17	.50
	3=ACT			.118	.150	.994	-.34	.57	
	4=QLD			.204	.112	.600	-.14	.54	
	5=SA			.128	.117	.960	-.23	.48	
	6=WA			-.024	.121	1.000	-.39	.34	
	7=NSW			.218	.105	.434	-.10	.54	
	8=NT			.531 [*]	.174	.048	.00	1.06	
	3=ACT		1=VIC		.045	.120	1.000	-.32	.41
		2=TAS		-.118	.150	.994	-.57	.34	
		4=QLD		.087	.122	.997	-.28	.46	
		5=SA		.010	.127	1.000	-.38	.40	
		6=WA		-.142	.130	.958	-.54	.25	
		7=NSW		.100	.116	.989	-.25	.45	
		8=NT		.413	.181	.300	-.14	.96	
		4=QLD	1=VIC		-.042	.066	.998	-.24	.16
	2=TAS			-.204	.112	.600	-.54	.14	
	3=ACT			-.087	.122	.997	-.46	.28	
	5=SA			-.077	.078	.977	-.31	.16	
	6=WA			-.229	.083	.107	-.48	.02	
	7=NSW			.013	.058	1.000	-.16	.19	
	8=NT			.327	.150	.368	-.13	.78	
	5=SA		1=VIC		.035	.076	1.000	-.20	.26
		2=TAS		-.128	.117	.960	-.48	.23	
		3=ACT		-.010	.127	1.000	-.40	.38	
		4=QLD		.077	.078	.977	-.16	.31	
		6=WA		-.152	.091	.702	-.43	.12	
		7=NSW		.090	.068	.891	-.12	.30	
		8=NT		.404	.155	.153	-.07	.87	
		6=WA	1=VIC		.187	.081	.286	-.06	.43
	2=TAS			.024	.121	1.000	-.34	.39	

		3=ACT	.142	.130	.958	-.25	.54
		4=QLD	.229	.083	.107	-.02	.48
		5=SA	.152	.091	.702	-.12	.43
		7=NSW	.242 [*]	.074	.024	.02	.47
		8=NT	.556 [*]	.157	.010	.08	1.03
	7=NSW	1=VIC	-.055	.054	.972	-.22	.11
		2=TAS	-.218	.105	.434	-.54	.10
		3=ACT	-.100	.116	.989	-.45	.25
		4=QLD	-.013	.058	1.000	-.19	.16
		5=SA	-.090	.068	.891	-.30	.12
		6=WA	-.242 [*]	.074	.024	-.47	-.02
		8=NT	.314	.145	.379	-.13	.76
	8=NT	1=VIC	-.369	.149	.208	-.82	.08
		2=TAS	-.531 [*]	.174	.048	-1.06	.00
		3=ACT	-.413	.181	.300	-.96	.14
		4=QLD	-.327	.150	.368	-.78	.13
		5=SA	-.404	.155	.153	-.87	.07
		6=WA	-.556 [*]	.157	.010	-1.03	-.08
		7=NSW	-.314	.145	.379	-.76	.13
Understand their role	1=VIC	2=TAS	-.131	.094	.859	-.42	.15
		3=ACT	-.042	.103	1.000	-.35	.27
		4=QLD	.057	.057	.973	-.12	.23
		5=SA	-.051	.065	.994	-.25	.15
		6=WA	-.072	.069	.967	-.28	.14
		7=NSW	.030	.047	.998	-.11	.17
		8=NT	.150	.127	.938	-.24	.54
	2=TAS	1=VIC	.131	.094	.859	-.15	.42
		3=ACT	.089	.128	.997	-.30	.48
		4=QLD	.189	.095	.499	-.10	.48
		5=SA	.080	.100	.993	-.22	.39
		6=WA	.059	.103	.999	-.25	.37
		7=NSW	.161	.090	.622	-.11	.43
		8=NT	.281	.149	.557	-.17	.73
	3=ACT	1=VIC	.042	.103	1.000	-.27	.35
		2=TAS	-.089	.128	.997	-.48	.30
		4=QLD	.100	.104	.980	-.22	.42
		5=SA	-.009	.109	1.000	-.34	.32
		6=WA	-.030	.111	1.000	-.37	.31
		7=NSW	.072	.099	.996	-.23	.37
		8=NT	.192	.154	.918	-.28	.66

	4=QLD	1=VIC	-.057	.057	.973	-.23	.12
		2=TAS	-.189	.095	.499	-.48	.10
		3=ACT	-.100	.104	.980	-.42	.22
		5=SA	-.109	.067	.734	-.31	.09
		6=WA	-.130	.071	.600	-.34	.09
		7=NSW	-.027	.049	.999	-.18	.12
		8=NT	.093	.128	.996	-.30	.48
	5=SA	1=VIC	.051	.065	.994	-.15	.25
		2=TAS	-.080	.100	.993	-.39	.22
		3=ACT	.009	.109	1.000	-.32	.34
		4=QLD	.109	.067	.734	-.09	.31
		6=WA	-.021	.077	1.000	-.26	.21
		7=NSW	.081	.058	.860	-.10	.26
		8=NT	.201	.132	.795	-.20	.60
	6=WA	1=VIC	.072	.069	.967	-.14	.28
		2=TAS	-.059	.103	.999	-.37	.25
		3=ACT	.030	.111	1.000	-.31	.37
		4=QLD	.130	.071	.600	-.09	.34
		5=SA	.021	.077	1.000	-.21	.26
		7=NSW	.102	.063	.735	-.09	.29
		8=NT	.222	.134	.716	-.19	.63
	7=NSW	1=VIC	-.030	.047	.998	-.17	.11
		2=TAS	-.161	.090	.622	-.43	.11
		3=ACT	-.072	.099	.996	-.37	.23
		4=QLD	.027	.049	.999	-.12	.18
		5=SA	-.081	.058	.860	-.26	.10
		6=WA	-.102	.063	.735	-.29	.09
		8=NT	.120	.124	.979	-.26	.50
	8=NT	1=VIC	-.150	.127	.938	-.54	.24
		2=TAS	-.281	.149	.557	-.73	.17
		3=ACT	-.192	.154	.918	-.66	.28
		4=QLD	-.093	.128	.996	-.48	.30
		5=SA	-.201	.132	.795	-.60	.20
		6=WA	-.222	.134	.716	-.63	.19
		7=NSW	-.120	.124	.979	-.50	.26
Evidence based practice	1=VIC	2=TAS	-.431 ⁺	.126	.014	-.81	-.05
		3=ACT	-.203	.137	.819	-.62	.21
		4=QLD	-.054	.076	.997	-.28	.18
		5=SA	-.093	.086	.961	-.36	.17
		6=WA	-.171	.092	.582	-.45	.11

	7=NSW	.067	.062	.960	-.12	.26
	8=NT	.287	.170	.694	-.23	.80
2=TAS	1=VIC	.431*	.126	.014	.05	.81
	3=ACT	.228	.171	.886	-.29	.75
	4=QLD	.377	.128	.063	-.01	.76
	5=SA	.338	.134	.189	-.07	.75
	6=WA	.260	.138	.559	-.16	.68
	7=NSW	.499*	.120	.001	.13	.86
	8=NT	.719*	.199	.008	.12	1.32
3=ACT	1=VIC	.203	.137	.819	-.21	.62
	2=TAS	-.228	.171	.886	-.75	.29
	4=QLD	.149	.139	.963	-.27	.57
	5=SA	.110	.145	.995	-.33	.55
	6=WA	.032	.148	1.000	-.42	.48
	7=NSW	.270	.132	.450	-.13	.67
	8=NT	.490	.206	.253	-.14	1.12
4=QLD	1=VIC	.054	.076	.997	-.18	.28
	2=TAS	-.377	.128	.063	-.76	.01
	3=ACT	-.149	.139	.963	-.57	.27
	5=SA	-.039	.089	1.000	-.31	.23
	6=WA	-.117	.095	.922	-.40	.17
	7=NSW	.122	.066	.590	-.08	.32
	8=NT	.342	.172	.488	-.18	.86
5=SA	1=VIC	.093	.086	.961	-.17	.36
	2=TAS	-.338	.134	.189	-.75	.07
	3=ACT	-.110	.145	.995	-.55	.33
	4=QLD	.039	.089	1.000	-.23	.31
	6=WA	-.078	.103	.995	-.39	.24
	7=NSW	.161	.078	.440	-.08	.40
	8=NT	.381	.177	.379	-.16	.92
6=WA	1=VIC	.171	.092	.582	-.11	.45
	2=TAS	-.260	.138	.559	-.68	.16
	3=ACT	-.032	.148	1.000	-.48	.42
	4=QLD	.117	.095	.922	-.17	.40
	5=SA	.078	.103	.995	-.24	.39
	7=NSW	.238	.084	.089	-.02	.49
	8=NT	.458	.179	.174	-.09	1.00
7=NSW	1=VIC	-.067	.062	.960	-.26	.12
	2=TAS	-.499*	.120	.001	-.86	-.13
	3=ACT	-.270	.132	.450	-.67	.13

			4=QLD		-.122	.066	.590	-.32	.08
			5=SA		-.161	.078	.440	-.40	.08
			6=WA		-.238	.084	.089	-.49	.02
			8=NT		.220	.166	.889	-.28	.72
	8=NT	1=VIC			-.287	.170	.694	-.80	.23
		2=TAS			-.719*	.199	.008	-1.32	-.12
		3=ACT			-.490	.206	.253	-1.12	.14
		4=QLD			-.342	.172	.488	-.86	.18
		5=SA			-.381	.177	.379	-.92	.16
		6=WA			-.458	.179	.174	-1.00	.09
		7=NSW			-.220	.166	.889	-.72	.28
	Responsible for actions		1=VIC	2=TAS	.025	.091	1.000	-.25	.30
				3=ACT	.075	.099	.995	-.23	.38
				4=QLD	.073	.055	.887	-.09	.24
				5=SA	-.067	.062	.961	-.26	.12
				6=WA	.042	.067	.998	-.16	.24
				7=NSW	.148*	.045	.022	.01	.28
				8=NT	.244	.123	.494	-.13	.62
	2=TAS	1=VIC			-.025	.091	1.000	-.30	.25
				3=ACT	.050	.124	1.000	-.33	.43
				4=QLD	.048	.092	1.000	-.23	.33
				5=SA	-.092	.097	.981	-.39	.20
				6=WA	.017	.100	1.000	-.29	.32
				7=NSW	.123	.087	.847	-.14	.39
				8=NT	.219	.144	.795	-.22	.65
	3=ACT	1=VIC			-.075	.099	.995	-.38	.23
				2=TAS	-.050	.124	1.000	-.43	.33
				4=QLD	-.003	.100	1.000	-.31	.30
				5=SA	-.143	.105	.874	-.46	.18
				6=WA	-.033	.107	1.000	-.36	.29
				7=NSW	.073	.095	.995	-.22	.36
				8=NT	.168	.149	.950	-.28	.62
	4=QLD	1=VIC			-.073	.055	.887	-.24	.09
				2=TAS	-.048	.092	1.000	-.33	.23
				3=ACT	.003	.100	1.000	-.30	.31
				5=SA	-.140	.064	.368	-.34	.06
				6=WA	-.031	.068	1.000	-.24	.18
				7=NSW	.075	.048	.761	-.07	.22
				8=NT	.171	.124	.867	-.21	.55
	5=SA	1=VIC			.067	.062	.961	-.12	.26

			2=TAS	.092	.097	.981	-.20	.39
			3=ACT	.143	.105	.874	-.18	.46
			4=QLD	.140	.064	.368	-.06	.34
			6=WA	.110	.075	.824	-.12	.34
			7=NSW	.216 [*]	.056	.003	.04	.39
			8=NT	.311	.128	.224	-.08	.70
6=WA	1=VIC			-.042	.067	.998	-.24	.16
	2=TAS			-.017	.100	1.000	-.32	.29
	3=ACT			.033	.107	1.000	-.29	.36
	4=QLD			.031	.068	1.000	-.18	.24
	5=SA			-.110	.075	.824	-.34	.12
	7=NSW			.106	.061	.659	-.08	.29
	8=NT			.201	.130	.777	-.19	.60
7=NSW	1=VIC			-.148 [*]	.045	.022	-.28	-.01
	2=TAS			-.123	.087	.847	-.39	.14
	3=ACT			-.073	.095	.995	-.36	.22
	4=QLD			-.075	.048	.761	-.22	.07
	5=SA			-.216 [*]	.056	.003	-.39	-.04
	6=WA			-.106	.061	.659	-.29	.08
	8=NT			.095	.120	.993	-.27	.46
8=NT	1=VIC			-.244	.123	.494	-.62	.13
	2=TAS			-.219	.144	.795	-.65	.22
	3=ACT			-.168	.149	.950	-.62	.28
	4=QLD			-.171	.124	.867	-.55	.21
	5=SA			-.311	.128	.224	-.70	.08
	6=WA			-.201	.130	.777	-.60	.19
	7=NSW			-.095	.120	.993	-.46	.27
Culturally sensitive	1=VIC	2=TAS		-.100	.109	.984	-.43	.23
		3=ACT		.126	.119	.964	-.23	.49
		4=QLD		.150	.066	.297	-.05	.35
		5=SA		.001	.075	1.000	-.23	.23
		6=WA		.046	.080	.999	-.20	.29
		7=NSW		.102	.054	.551	-.06	.27
		8=NT		-.100	.147	.997	-.55	.35
	2=TAS	1=VIC		.100	.109	.984	-.23	.43
		3=ACT		.226	.148	.793	-.22	.68
		4=QLD		.250	.110	.311	-.08	.59
		5=SA		.101	.116	.988	-.25	.45
		6=WA		.146	.119	.925	-.22	.51
		7=NSW		.202	.104	.517	-.11	.52

	8=NT	.000	.172	1.000	-.52	.52
3=ACT	1=VIC	-.126	.119	.964	-.49	.23
	2=TAS	-.226	.148	.793	-.68	.22
	4=QLD	.025	.120	1.000	-.34	.39
	5=SA	-.125	.125	.975	-.51	.26
	6=WA	-.080	.128	.999	-.47	.31
	7=NSW	-.024	.114	1.000	-.37	.32
	8=NT	-.226	.178	.910	-.77	.32
4=QLD	1=VIC	-.150	.066	.297	-.35	.05
	2=TAS	-.250	.110	.311	-.59	.08
	3=ACT	-.025	.120	1.000	-.39	.34
	5=SA	-.149	.077	.527	-.38	.09
	6=WA	-.105	.082	.907	-.35	.14
	7=NSW	-.048	.057	.990	-.22	.12
	8=NT	-.250	.148	.695	-.70	.20
5=SA	1=VIC	-.001	.075	1.000	-.23	.23
	2=TAS	-.101	.116	.988	-.45	.25
	3=ACT	.125	.125	.975	-.26	.51
	4=QLD	.149	.077	.527	-.09	.38
	6=WA	.045	.089	1.000	-.23	.32
	7=NSW	.101	.067	.809	-.10	.31
	8=NT	-.101	.153	.998	-.56	.36
6=WA	1=VIC	-.046	.080	.999	-.29	.20
	2=TAS	-.146	.119	.925	-.51	.22
	3=ACT	.080	.128	.999	-.31	.47
	4=QLD	.105	.082	.907	-.14	.35
	5=SA	-.045	.089	1.000	-.32	.23
	7=NSW	.056	.073	.994	-.16	.28
	8=NT	-.146	.155	.982	-.62	.33
7=NSW	1=VIC	-.102	.054	.551	-.27	.06
	2=TAS	-.202	.104	.517	-.52	.11
	3=ACT	.024	.114	1.000	-.32	.37
	4=QLD	.048	.057	.990	-.12	.22
	5=SA	-.101	.067	.809	-.31	.10
	6=WA	-.056	.073	.994	-.28	.16
	8=NT	-.202	.143	.853	-.64	.23
8=NT	1=VIC	.100	.147	.997	-.35	.55
	2=TAS	.000	.172	1.000	-.52	.52
	3=ACT	.226	.178	.910	-.32	.77
	4=QLD	.250	.148	.695	-.20	.70

		5=SA	.101	.153	.998	-.36	.56
		6=WA	.146	.155	.982	-.33	.62
		7=NSW	.202	.143	.853	-.23	.64
Think critically	1=VIC	2=TAS	-.188	.092	.450	-.47	.09
		3=ACT	.142	.100	.849	-.16	.45
		4=QLD	.022	.055	1.000	-.15	.19
		5=SA	-.155	.063	.215	-.35	.04
		6=WA	-.031	.067	1.000	-.24	.17
		7=NSW	.093	.045	.446	-.04	.23
		8=NT	.031	.124	1.000	-.35	.41
	2=TAS	1=VIC	.188	.092	.450	-.09	.47
		3=ACT	.329	.125	.144	-.05	.71
		4=QLD	.210	.093	.318	-.07	.49
		5=SA	.033	.098	1.000	-.26	.33
		6=WA	.156	.100	.776	-.15	.46
		7=NSW	.281 [*]	.087	.030	.02	.55
		8=NT	.219	.145	.801	-.22	.66
	3=ACT	1=VIC	-.142	.100	.849	-.45	.16
		2=TAS	-.329	.125	.144	-.71	.05
		4=QLD	-.119	.101	.938	-.43	.19
		5=SA	-.297	.106	.094	-.62	.02
		6=WA	-.173	.108	.750	-.50	.16
		7=NSW	-.049	.096	1.000	-.34	.24
		8=NT	-.111	.150	.996	-.57	.35
	4=QLD	1=VIC	-.022	.055	1.000	-.19	.15
		2=TAS	-.210	.093	.318	-.49	.07
		3=ACT	.119	.101	.938	-.19	.43
		5=SA	-.177	.065	.116	-.37	.02
		6=WA	-.054	.069	.994	-.26	.16
		7=NSW	.071	.048	.824	-.08	.22
		8=NT	.009	.125	1.000	-.37	.39
	5=SA	1=VIC	.155	.063	.215	-.04	.35
		2=TAS	-.033	.098	1.000	-.33	.26
		3=ACT	.297	.106	.094	-.02	.62
		4=QLD	.177	.065	.116	-.02	.37
		6=WA	.124	.075	.725	-.11	.35
		7=NSW	.248 [*]	.057	.000	.08	.42
		8=NT	.186	.129	.835	-.20	.58
	6=WA	1=VIC	.031	.067	1.000	-.17	.24
		2=TAS	-.156	.100	.776	-.46	.15

		3=ACT	.173	.108	.750	-.16	.50
		4=QLD	.054	.069	.994	-.16	.26
		5=SA	-.124	.075	.725	-.35	.11
		7=NSW	.124	.061	.464	-.06	.31
		8=NT	.063	.131	1.000	-.33	.46
	7=NSW	1=VIC	-.093	.045	.446	-.23	.04
		2=TAS	-.281*	.087	.030	-.55	-.02
		3=ACT	.049	.096	1.000	-.24	.34
		4=QLD	-.071	.048	.824	-.22	.08
		5=SA	-.248*	.057	.000	-.42	-.08
		6=WA	-.124	.061	.464	-.31	.06
		8=NT	-.062	.121	1.000	-.43	.31
	8=NT	1=VIC	-.031	.124	1.000	-.41	.35
		2=TAS	-.219	.145	.801	-.66	.22
		3=ACT	.111	.150	.996	-.35	.57
		4=QLD	-.009	.125	1.000	-.39	.37
		5=SA	-.186	.129	.835	-.58	.20
		6=WA	-.063	.131	1.000	-.46	.33
		7=NSW	.062	.121	1.000	-.31	.43
Counselling skills	1=VIC	2=TAS	.269	.154	.661	-.20	.74
		3=ACT	-.027	.169	1.000	-.54	.49
		4=QLD	.198	.093	.399	-.09	.48
		5=SA	-.088	.106	.992	-.41	.23
		6=WA	.008	.113	1.000	-.34	.35
		7=NSW	.044	.076	.999	-.19	.28
		8=NT	-.263	.209	.915	-.90	.37
	2=TAS	1=VIC	-.269	.154	.661	-.74	.20
		3=ACT	-.296	.211	.856	-.94	.34
		4=QLD	-.071	.157	1.000	-.55	.41
		5=SA	-.357	.165	.376	-.86	.14
		6=WA	-.260	.169	.788	-.78	.25
		7=NSW	-.225	.147	.795	-.67	.22
		8=NT	-.531	.244	.368	-1.27	.21
	3=ACT	1=VIC	.027	.169	1.000	-.49	.54
		2=TAS	.296	.211	.856	-.34	.94
		4=QLD	.225	.171	.892	-.29	.74
		5=SA	-.061	.178	1.000	-.60	.48
		6=WA	.035	.183	1.000	-.52	.59
		7=NSW	.071	.162	1.000	-.42	.56
		8=NT	-.236	.253	.983	-1.01	.53

	4=QLD	1=VIC	-.198	.093	.399	-.48	.09
		2=TAS	.071	.157	1.000	-.41	.55
		3=ACT	-.225	.171	.892	-.74	.29
		5=SA	-.286	.110	.154	-.62	.05
		6=WA	-.190	.116	.732	-.54	.16
		7=NSW	-.154	.081	.552	-.40	.09
		8=NT	-.461	.211	.362	-1.10	.18
	5=SA	1=VIC	.088	.106	.992	-.23	.41
		2=TAS	.357	.165	.376	-.14	.86
		3=ACT	.061	.178	1.000	-.48	.60
		4=QLD	.286	.110	.154	-.05	.62
		6=WA	.096	.127	.995	-.29	.48
		7=NSW	.132	.096	.867	-.16	.42
		8=NT	-.175	.217	.993	-.83	.48
	6=WA	1=VIC	-.008	.113	1.000	-.35	.34
		2=TAS	.260	.169	.788	-.25	.78
		3=ACT	-.035	.183	1.000	-.59	.52
		4=QLD	.190	.116	.732	-.16	.54
		5=SA	-.096	.127	.995	-.48	.29
		7=NSW	.036	.103	1.000	-.28	.35
		8=NT	-.271	.220	.923	-.94	.40
	7=NSW	1=VIC	-.044	.076	.999	-.28	.19
		2=TAS	.225	.147	.795	-.22	.67
		3=ACT	-.071	.162	1.000	-.56	.42
		4=QLD	.154	.081	.552	-.09	.40
		5=SA	-.132	.096	.867	-.42	.16
		6=WA	-.036	.103	1.000	-.35	.28
		8=NT	-.307	.204	.806	-.93	.31
	8=NT	1=VIC	.263	.209	.915	-.37	.90
		2=TAS	.531	.244	.368	-.21	1.27
		3=ACT	.236	.253	.983	-.53	1.01
		4=QLD	.461	.211	.362	-.18	1.10
		5=SA	.175	.217	.993	-.48	.83
		6=WA	.271	.220	.923	-.40	.94
		7=NSW	.307	.204	.806	-.31	.93
Adaptable	1=VIC	2=TAS	.037	.093	1.000	-.25	.32
		3=ACT	-.030	.102	1.000	-.34	.28
		4=QLD	.070	.056	.918	-.10	.24
		5=SA	-.177	.064	.107	-.37	.02
		6=WA	-.129	.068	.556	-.34	.08

	7=NSW	.107	.046	.282	-.03	.25
	8=NT	.037	.126	1.000	-.35	.42
2=TAS	1=VIC	-.037	.093	1.000	-.32	.25
	3=ACT	-.067	.127	1.000	-.45	.32
	4=QLD	.032	.095	1.000	-.25	.32
	5=SA	-.214	.099	.381	-.52	.09
	6=WA	-.167	.102	.731	-.48	.14
	7=NSW	.069	.089	.994	-.20	.34
	8=NT	.000	.147	1.000	-.45	.45
3=ACT	1=VIC	.030	.102	1.000	-.28	.34
	2=TAS	.067	.127	1.000	-.32	.45
	4=QLD	.100	.103	.979	-.21	.41
	5=SA	-.147	.107	.872	-.47	.18
	6=WA	-.099	.110	.986	-.43	.23
	7=NSW	.137	.098	.858	-.16	.43
	8=NT	.067	.153	1.000	-.40	.53
4=QLD	1=VIC	-.070	.056	.918	-.24	.10
	2=TAS	-.032	.095	1.000	-.32	.25
	3=ACT	-.100	.103	.979	-.41	.21
	5=SA	-.246 [*]	.066	.005	-.45	-.05
	6=WA	-.199	.070	.087	-.41	.01
	7=NSW	.037	.049	.995	-.11	.19
	8=NT	-.032	.127	1.000	-.42	.35
5=SA	1=VIC	.177	.064	.107	-.02	.37
	2=TAS	.214	.099	.381	-.09	.52
	3=ACT	.147	.107	.872	-.18	.47
	4=QLD	.246 [*]	.066	.005	.05	.45
	6=WA	.047	.077	.999	-.19	.28
	7=NSW	.284 [*]	.058	.000	.11	.46
	8=NT	.214	.131	.728	-.18	.61
6=WA	1=VIC	.129	.068	.556	-.08	.34
	2=TAS	.167	.102	.731	-.14	.48
	3=ACT	.099	.110	.986	-.23	.43
	4=QLD	.199	.070	.087	-.01	.41
	5=SA	-.047	.077	.999	-.28	.19
	7=NSW	.236 [*]	.062	.004	.05	.43
	8=NT	.167	.133	.915	-.24	.57
7=NSW	1=VIC	-.107	.046	.282	-.25	.03
	2=TAS	-.069	.089	.994	-.34	.20
	3=ACT	-.137	.098	.858	-.43	.16

		4=QLD		-.037	.049	.995	-.19	.11
		5=SA		-.284*	.058	.000	-.46	-.11
		6=WA		-.236*	.062	.004	-.43	-.05
		8=NT		-.069	.123	.999	-.44	.30
	8=NT	1=VIC		-.037	.126	1.000	-.42	.35
		2=TAS		.000	.147	1.000	-.45	.45
		3=ACT		-.067	.153	1.000	-.53	.40
		4=QLD		.032	.127	1.000	-.35	.42
		5=SA		-.214	.131	.728	-.61	.18
		6=WA		-.167	.133	.915	-.57	.24
		7=NSW		.069	.123	.999	-.30	.44
Good listener	1=VIC	2=TAS		.194	.103	.569	-.12	.51
		3=ACT		.100	.113	.987	-.24	.44
		4=QLD		.044	.062	.997	-.15	.23
		5=SA		.014	.071	1.000	-.20	.23
		6=WA		-.053	.076	.997	-.28	.18
		7=NSW		.004	.051	1.000	-.15	.16
		8=NT		.100	.140	.997	-.33	.53
	2=TAS	1=VIC		-.194	.103	.569	-.51	.12
		3=ACT		-.094	.141	.998	-.52	.33
		4=QLD		-.149	.105	.847	-.47	.17
		5=SA		-.180	.110	.732	-.52	.16
		6=WA		-.247	.113	.369	-.59	.10
		7=NSW		-.190	.099	.532	-.49	.11
		8=NT		-.094	.163	.999	-.59	.40
	3=ACT	1=VIC		-.100	.113	.987	-.44	.24
		2=TAS		.094	.141	.998	-.33	.52
		4=QLD		-.056	.114	1.000	-.40	.29
		5=SA		-.086	.119	.996	-.45	.28
		6=WA		-.153	.122	.916	-.52	.22
		7=NSW		-.096	.109	.987	-.43	.23
		8=NT		.000	.170	1.000	-.52	.52
	4=QLD	1=VIC		-.044	.062	.997	-.23	.15
		2=TAS		.149	.105	.847	-.17	.47
		3=ACT		.056	.114	1.000	-.29	.40
		5=SA		-.031	.073	1.000	-.25	.19
		6=WA		-.097	.078	.917	-.33	.14
		7=NSW		-.041	.054	.995	-.21	.12
		8=NT		.056	.141	1.000	-.37	.48
	5=SA	1=VIC		-.014	.071	1.000	-.23	.20

			2=TAS	.180	.110	.732	-.16	.52
			3=ACT	.086	.119	.996	-.28	.45
			4=QLD	.031	.073	1.000	-.19	.25
			6=WA	-.067	.085	.994	-.33	.19
			7=NSW	-.010	.064	1.000	-.21	.18
			8=NT	.086	.145	.999	-.36	.53
	6=WA	1=VIC		.053	.076	.997	-.18	.28
		2=TAS		.247	.113	.369	-.10	.59
		3=ACT		.153	.122	.916	-.22	.52
		4=QLD		.097	.078	.917	-.14	.33
		5=SA		.067	.085	.994	-.19	.33
		7=NSW		.056	.069	.992	-.15	.27
		8=NT		.153	.148	.969	-.30	.60
	7=NSW	1=VIC		-.004	.051	1.000	-.16	.15
		2=TAS		.190	.099	.532	-.11	.49
		3=ACT		.096	.109	.987	-.23	.43
		4=QLD		.041	.054	.995	-.12	.21
		5=SA		.010	.064	1.000	-.18	.21
		6=WA		-.056	.069	.992	-.27	.15
		8=NT		.096	.137	.997	-.32	.51
	8=NT	1=VIC		-.100	.140	.997	-.53	.33
		2=TAS		.094	.163	.999	-.40	.59
		3=ACT		.000	.170	1.000	-.52	.52
		4=QLD		-.056	.141	1.000	-.48	.37
		5=SA		-.086	.145	.999	-.53	.36
		6=WA		-.153	.148	.969	-.60	.30
		7=NSW		-.096	.137	.997	-.51	.32
Self-development	1=VIC	2=TAS		.181	.115	.765	-.17	.53
		3=ACT		-.052	.126	1.000	-.43	.33
		4=QLD		-.031	.069	1.000	-.24	.18
		5=SA		-.142	.079	.627	-.38	.10
		6=WA		-.100	.084	.936	-.36	.16
		7=NSW		.069	.057	.929	-.10	.24
		8=NT		.338	.156	.373	-.14	.81
	2=TAS	1=VIC		-.181	.115	.765	-.53	.17
		3=ACT		-.233	.157	.815	-.71	.24
		4=QLD		-.212	.117	.611	-.57	.14
		5=SA		-.323	.123	.147	-.70	.05
		6=WA		-.281	.126	.336	-.66	.10
		7=NSW		-.112	.110	.971	-.45	.22

	8=NT	.156	.182	.989	-.40	.71
3=ACT	1=VIC	.052	.126	1.000	-.33	.43
	2=TAS	.233	.157	.815	-.24	.71
	4=QLD	.021	.127	1.000	-.37	.41
	5=SA	-.090	.133	.998	-.49	.31
	6=WA	-.048	.136	1.000	-.46	.36
	7=NSW	.121	.121	.975	-.25	.49
	8=NT	.389	.189	.440	-.18	.96
4=QLD	1=VIC	.031	.069	1.000	-.18	.24
	2=TAS	.212	.117	.611	-.14	.57
	3=ACT	-.021	.127	1.000	-.41	.37
	5=SA	-.111	.082	.875	-.36	.14
	6=WA	-.069	.087	.993	-.33	.19
	7=NSW	.099	.060	.722	-.08	.28
	8=NT	.368	.157	.272	-.11	.85
5=SA	1=VIC	.142	.079	.627	-.10	.38
	2=TAS	.323	.123	.147	-.05	.70
	3=ACT	.090	.133	.998	-.31	.49
	4=QLD	.111	.082	.875	-.14	.36
	6=WA	.042	.095	1.000	-.25	.33
	7=NSW	.211	.071	.064	-.01	.43
	8=NT	.479	.162	.062	-.01	.97
6=WA	1=VIC	.100	.084	.936	-.16	.36
	2=TAS	.281	.126	.336	-.10	.66
	3=ACT	.048	.136	1.000	-.36	.46
	4=QLD	.069	.087	.993	-.19	.33
	5=SA	-.042	.095	1.000	-.33	.25
	7=NSW	.169	.077	.358	-.07	.40
	8=NT	.438	.164	.135	-.06	.94
7=NSW	1=VIC	-.069	.057	.929	-.24	.10
	2=TAS	.112	.110	.971	-.22	.45
	3=ACT	-.121	.121	.975	-.49	.25
	4=QLD	-.099	.060	.722	-.28	.08
	5=SA	-.211	.071	.064	-.43	.01
	6=WA	-.169	.077	.358	-.40	.07
	8=NT	.269	.152	.642	-.19	.73
8=NT	1=VIC	-.338	.156	.373	-.81	.14
	2=TAS	-.156	.182	.989	-.71	.40
	3=ACT	-.389	.189	.440	-.96	.18
	4=QLD	-.368	.157	.272	-.85	.11

		5=SA		-.479	.162	.062	-.97	.01
		6=WA		-.438	.164	.135	-.94	.06
		7=NSW		-.269	.152	.642	-.73	.19
Interdisciplinary team	1=VIC	2=TAS		.031	.115	1.000	-.32	.38
		3=ACT		-.070	.125	.999	-.45	.31
		4=QLD		.143	.069	.441	-.07	.35
		5=SA		-.014	.079	1.000	-.25	.23
		6=WA		-.059	.084	.997	-.31	.20
		7=NSW		-.011	.057	1.000	-.18	.16
		8=NT		.031	.155	1.000	-.44	.50
	2=TAS	1=VIC		-.031	.115	1.000	-.38	.32
		3=ACT		-.101	.156	.998	-.58	.37
		4=QLD		.112	.117	.980	-.24	.47
		5=SA		-.045	.123	1.000	-.42	.33
		6=WA		-.090	.126	.997	-.47	.29
		7=NSW		-.042	.110	1.000	-.37	.29
		8=NT		.000	.181	1.000	-.55	.55
	3=ACT	1=VIC		.070	.125	.999	-.31	.45
		2=TAS		.101	.156	.998	-.37	.58
		4=QLD		.213	.127	.704	-.17	.60
		5=SA		.056	.132	1.000	-.35	.46
		6=WA		.011	.136	1.000	-.40	.42
		7=NSW		.059	.121	1.000	-.31	.43
		8=NT		.101	.188	.999	-.47	.67
	4=QLD	1=VIC		-.143	.069	.441	-.35	.07
		2=TAS		-.112	.117	.980	-.47	.24
		3=ACT		-.213	.127	.704	-.60	.17
		5=SA		-.157	.081	.534	-.40	.09
		6=WA		-.202	.086	.276	-.46	.06
		7=NSW		-.154	.060	.176	-.34	.03
		8=NT		-.112	.157	.997	-.59	.36
	5=SA	1=VIC		.014	.079	1.000	-.23	.25
		2=TAS		.045	.123	1.000	-.33	.42
		3=ACT		-.056	.132	1.000	-.46	.35
		4=QLD		.157	.081	.534	-.09	.40
		6=WA		-.045	.094	1.000	-.33	.24
		7=NSW		.003	.071	1.000	-.21	.22
		8=NT		.045	.161	1.000	-.44	.54
	6=WA	1=VIC		.059	.084	.997	-.20	.31
		2=TAS		.090	.126	.997	-.29	.47

		3=ACT		-.011	.136	1.000	-.42	.40
		4=QLD		.202	.086	.276	-.06	.46
		5=SA		.045	.094	1.000	-.24	.33
		7=NSW		.048	.077	.998	-.19	.28
		8=NT		.090	.164	.999	-.41	.59
	7=NSW	1=VIC		.011	.057	1.000	-.16	.18
		2=TAS		.042	.110	1.000	-.29	.37
		3=ACT		-.059	.121	1.000	-.43	.31
		4=QLD		.154	.060	.176	-.03	.34
		5=SA		-.003	.071	1.000	-.22	.21
		6=WA		-.048	.077	.998	-.28	.19
		8=NT		.042	.152	1.000	-.42	.50
	8=NT	1=VIC		-.031	.155	1.000	-.50	.44
		2=TAS		.000	.181	1.000	-.55	.55
		3=ACT		-.101	.188	.999	-.67	.47
		4=QLD		.112	.157	.997	-.36	.59
		5=SA		-.045	.161	1.000	-.54	.44
		6=WA		-.090	.164	.999	-.59	.41
		7=NSW		-.042	.152	1.000	-.50	.42
Communication ICT	1=VIC	2=TAS		-.006	.112	1.000	-.35	.33
		3=ACT		-.047	.123	1.000	-.42	.33
		4=QLD		.056	.068	.992	-.15	.26
		5=SA		-.019	.077	1.000	-.25	.22
		6=WA		-.121	.082	.824	-.37	.13
		7=NSW		-.037	.055	.998	-.21	.13
		8=NT		.088	.152	.999	-.37	.55
	2=TAS	1=VIC		.006	.112	1.000	-.33	.35
		3=ACT		-.041	.153	1.000	-.51	.42
		4=QLD		.062	.114	.999	-.28	.41
		5=SA		-.013	.120	1.000	-.38	.35
		6=WA		-.115	.123	.983	-.49	.26
		7=NSW		-.031	.107	1.000	-.36	.29
		8=NT		.094	.177	1.000	-.45	.63
	3=ACT	1=VIC		.047	.123	1.000	-.33	.42
		2=TAS		.041	.153	1.000	-.42	.51
		4=QLD		.103	.124	.991	-.27	.48
		5=SA		.028	.129	1.000	-.37	.42
		6=WA		-.074	.133	.999	-.48	.33
		7=NSW		.010	.118	1.000	-.35	.37
		8=NT		.135	.184	.996	-.42	.69

	4=QLD	1=VIC	-.056	.068	.992	-.26	.15
		2=TAS	-.062	.114	.999	-.41	.28
		3=ACT	-.103	.124	.991	-.48	.27
		5=SA	-.075	.080	.982	-.32	.17
		6=WA	-.177	.085	.421	-.43	.08
		7=NSW	-.093	.059	.765	-.27	.09
		8=NT	.031	.153	1.000	-.43	.50
	5=SA	1=VIC	.019	.077	1.000	-.22	.25
		2=TAS	.013	.120	1.000	-.35	.38
		3=ACT	-.028	.129	1.000	-.42	.37
		4=QLD	.075	.080	.982	-.17	.32
		6=WA	-.102	.092	.956	-.38	.18
		7=NSW	-.018	.070	1.000	-.23	.19
		8=NT	.106	.158	.998	-.37	.59
	6=WA	1=VIC	.121	.082	.824	-.13	.37
		2=TAS	.115	.123	.983	-.26	.49
		3=ACT	.074	.133	.999	-.33	.48
		4=QLD	.177	.085	.421	-.08	.43
		5=SA	.102	.092	.956	-.18	.38
		7=NSW	.084	.075	.953	-.14	.31
		8=NT	.208	.160	.899	-.28	.69
	7=NSW	1=VIC	.037	.055	.998	-.13	.21
		2=TAS	.031	.107	1.000	-.29	.36
		3=ACT	-.010	.118	1.000	-.37	.35
		4=QLD	.093	.059	.765	-.09	.27
		5=SA	.018	.070	1.000	-.19	.23
		6=WA	-.084	.075	.953	-.31	.14
		8=NT	.124	.148	.991	-.33	.57
	8=NT	1=VIC	-.088	.152	.999	-.55	.37
		2=TAS	-.094	.177	1.000	-.63	.45
		3=ACT	-.135	.184	.996	-.69	.42
		4=QLD	-.031	.153	1.000	-.50	.43
		5=SA	-.106	.158	.998	-.59	.37
		6=WA	-.208	.160	.899	-.69	.28
		7=NSW	-.124	.148	.991	-.57	.33
Leadership and mentoring	1=VIC	2=TAS	-.013	.127	1.000	-.40	.37
		3=ACT	-.222	.138	.748	-.64	.20
		4=QLD	.083	.076	.960	-.15	.31
		5=SA	-.112	.087	.904	-.38	.15
		6=WA	-.162	.093	.658	-.44	.12

	7=NSW		-.036	.063	.999	-.23	.15
	8=NT		-.231	.171	.879	-.75	.29
2=TAS	1=VIC		.013	.127	1.000	-.37	.40
	3=ACT		-.209	.173	.928	-.73	.32
	4=QLD		.095	.128	.996	-.30	.49
	5=SA		-.099	.135	.996	-.51	.31
	6=WA		-.149	.139	.962	-.57	.27
	7=NSW		-.024	.121	1.000	-.39	.34
	8=NT		-.219	.200	.958	-.83	.39
3=ACT	1=VIC		.222	.138	.748	-.20	.64
	2=TAS		.209	.173	.928	-.32	.73
	4=QLD		.304	.140	.369	-.12	.73
	5=SA		.110	.146	.995	-.33	.55
	6=WA		.060	.150	1.000	-.39	.51
	7=NSW		.186	.133	.859	-.22	.59
	8=NT		-.010	.208	1.000	-.64	.62
4=QLD	1=VIC		-.083	.076	.960	-.31	.15
	2=TAS		-.095	.128	.996	-.49	.30
	3=ACT		-.304	.140	.369	-.73	.12
	5=SA		-.195	.090	.373	-.47	.08
	6=WA		-.244	.095	.171	-.53	.05
	7=NSW		-.119	.066	.629	-.32	.08
	8=NT		-.314	.173	.609	-.84	.21
5=SA	1=VIC		.112	.087	.904	-.15	.38
	2=TAS		.099	.135	.996	-.31	.51
	3=ACT		-.110	.146	.995	-.55	.33
	4=QLD		.195	.090	.373	-.08	.47
	6=WA		-.050	.104	1.000	-.37	.27
	7=NSW		.076	.078	.979	-.16	.31
	8=NT		-.119	.178	.998	-.66	.42
6=WA	1=VIC		.162	.093	.658	-.12	.44
	2=TAS		.149	.139	.962	-.27	.57
	3=ACT		-.060	.150	1.000	-.51	.39
	4=QLD		.244	.095	.171	-.05	.53
	5=SA		.050	.104	1.000	-.27	.37
	7=NSW		.126	.085	.816	-.13	.38
	8=NT		-.069	.181	1.000	-.62	.48
7=NSW	1=VIC		.036	.063	.999	-.15	.23
	2=TAS		.024	.121	1.000	-.34	.39
	3=ACT		-.186	.133	.859	-.59	.22

		4=QLD	.119	.066	.629	-.08	.32
		5=SA	-.076	.078	.979	-.31	.16
		6=WA	-.126	.085	.816	-.38	.13
		8=NT	-.195	.167	.941	-.70	.31
	8=NT	1=VIC	.231	.171	.879	-.29	.75
		2=TAS	.219	.200	.958	-.39	.83
		3=ACT	.010	.208	1.000	-.62	.64
		4=QLD	.314	.173	.609	-.21	.84
		5=SA	.119	.178	.998	-.42	.66
		6=WA	.069	.181	1.000	-.48	.62
		7=NSW	.195	.167	.941	-.31	.70
Accept guidance	1=VIC	2=TAS	.019	.099	1.000	-.28	.32
		3=ACT	.043	.108	1.000	-.29	.37
		4=QLD	.107	.060	.625	-.07	.29
		5=SA	-.097	.068	.847	-.30	.11
		6=WA	-.099	.073	.872	-.32	.12
		7=NSW	.046	.049	.982	-.10	.20
		8=NT	-.169	.134	.914	-.58	.24
	2=TAS	1=VIC	-.019	.099	1.000	-.32	.28
		3=ACT	.024	.135	1.000	-.39	.43
		4=QLD	.088	.101	.988	-.22	.39
		5=SA	-.116	.106	.958	-.44	.21
		6=WA	-.118	.109	.960	-.45	.21
		7=NSW	.027	.095	1.000	-.26	.31
		8=NT	-.188	.157	.933	-.66	.29
	3=ACT	1=VIC	-.043	.108	1.000	-.37	.29
		2=TAS	-.024	.135	1.000	-.43	.39
		4=QLD	.064	.110	.999	-.27	.40
		5=SA	-.140	.114	.926	-.49	.21
		6=WA	-.142	.117	.928	-.50	.21
		7=NSW	.003	.104	1.000	-.31	.32
		8=NT	-.212	.163	.898	-.71	.28
	4=QLD	1=VIC	-.107	.060	.625	-.29	.07
		2=TAS	-.088	.101	.988	-.39	.22
		3=ACT	-.064	.110	.999	-.40	.27
		5=SA	-.204	.070	.074	-.42	.01
		6=WA	-.206	.075	.105	-.43	.02
		7=NSW	-.061	.052	.939	-.22	.10
		8=NT	-.276	.135	.456	-.69	.14
	5=SA	1=VIC	.097	.068	.847	-.11	.30

			2=TAS	.116	.106	.958	-.21	.44
			3=ACT	.140	.114	.926	-.21	.49
			4=QLD	.204	.070	.074	-.01	.42
			6=WA	-.002	.082	1.000	-.25	.25
			7=NSW	.143	.061	.279	-.04	.33
			8=NT	-.072	.139	1.000	-.49	.35
6=WA	1=VIC			.099	.073	.872	-.12	.32
	2=TAS			.118	.109	.960	-.21	.45
	3=ACT			.142	.117	.928	-.21	.50
	4=QLD			.206	.075	.105	-.02	.43
	5=SA			.002	.082	1.000	-.25	.25
	7=NSW			.145	.066	.357	-.06	.35
	8=NT			-.069	.141	1.000	-.50	.36
7=NSW	1=VIC			-.046	.049	.982	-.20	.10
	2=TAS			-.027	.095	1.000	-.31	.26
	3=ACT			-.003	.104	1.000	-.32	.31
	4=QLD			.061	.052	.939	-.10	.22
	5=SA			-.143	.061	.279	-.33	.04
	6=WA			-.145	.066	.357	-.35	.06
	8=NT			-.215	.131	.724	-.61	.18
8=NT	1=VIC			.169	.134	.914	-.24	.58
	2=TAS			.188	.157	.933	-.29	.66
	3=ACT			.212	.163	.898	-.28	.71
	4=QLD			.276	.135	.456	-.14	.69
	5=SA			.072	.139	1.000	-.35	.49
	6=WA			.069	.141	1.000	-.36	.50
	7=NSW			.215	.131	.724	-.18	.61
Patients welfare	1=VIC	2=TAS		.106	.106	.974	-.22	.43
		3=ACT		-.096	.115	.991	-.45	.26
		4=QLD		.163	.064	.176	-.03	.36
		5=SA		-.162	.073	.333	-.38	.06
		6=WA		-.144	.078	.583	-.38	.09
		7=NSW		-.004	.052	1.000	-.16	.15
		8=NT		.106	.143	.996	-.33	.54
	2=TAS	1=VIC		-.106	.106	.974	-.43	.22
		3=ACT		-.202	.144	.857	-.64	.24
		4=QLD		.056	.107	1.000	-.27	.38
		5=SA		-.269	.113	.253	-.61	.07
		6=WA		-.250	.116	.381	-.60	.10
		7=NSW		-.110	.101	.958	-.42	.20

	8=NT	.000	.167	1.000	-.51	.51
3=ACT	1=VIC	.096	.115	.991	-.26	.45
	2=TAS	.202	.144	.857	-.24	.64
	4=QLD	.258	.117	.347	-.10	.61
	5=SA	-.067	.122	.999	-.44	.30
	6=WA	-.048	.125	1.000	-.43	.33
	7=NSW	.092	.111	.992	-.25	.43
	8=NT	.202	.174	.942	-.33	.73
4=QLD	1=VIC	-.163	.064	.176	-.36	.03
	2=TAS	-.056	.107	1.000	-.38	.27
	3=ACT	-.258	.117	.347	-.61	.10
	5=SA	-.325 ⁺	.075	.000	-.55	-.10
	6=WA	-.306 ⁺	.080	.003	-.55	-.06
	7=NSW	-.167	.056	.055	-.34	.00
	8=NT	-.056	.144	1.000	-.50	.38
5=SA	1=VIC	.162	.073	.333	-.06	.38
	2=TAS	.269	.113	.253	-.07	.61
	3=ACT	.067	.122	.999	-.30	.44
	4=QLD	.325 ⁺	.075	.000	.10	.55
	6=WA	.019	.087	1.000	-.25	.28
	7=NSW	.158	.066	.236	-.04	.36
	8=NT	.269	.149	.614	-.18	.72
6=WA	1=VIC	.144	.078	.583	-.09	.38
	2=TAS	.250	.116	.381	-.10	.60
	3=ACT	.048	.125	1.000	-.33	.43
	4=QLD	.306 ⁺	.080	.003	.06	.55
	5=SA	-.019	.087	1.000	-.28	.25
	7=NSW	.140	.071	.502	-.08	.35
	8=NT	.250	.151	.716	-.21	.71
7=NSW	1=VIC	.004	.052	1.000	-.15	.16
	2=TAS	.110	.101	.958	-.20	.42
	3=ACT	-.092	.111	.992	-.43	.25
	4=QLD	.167	.056	.055	.00	.34
	5=SA	-.158	.066	.236	-.36	.04
	6=WA	-.140	.071	.502	-.35	.08
	8=NT	.110	.140	.994	-.31	.53
8=NT	1=VIC	-.106	.143	.996	-.54	.33
	2=TAS	.000	.167	1.000	-.51	.51
	3=ACT	-.202	.174	.942	-.73	.33
	4=QLD	.056	.144	1.000	-.38	.50

		5=SA		-.269	.149	.614	-.72	.18
		6=WA		-.250	.151	.716	-.71	.21
		7=NSW		-.110	.140	.994	-.53	.31
Broader health system	1=VIC	2=TAS		-.050	.108	1.000	-.38	.28
		3=ACT		-.127	.118	.961	-.48	.23
		4=QLD		.006	.065	1.000	-.19	.20
		5=SA		-.182	.074	.217	-.41	.04
		6=WA		-.133	.079	.696	-.37	.11
		7=NSW		.041	.053	.995	-.12	.20
		8=NT		.013	.146	1.000	-.43	.46
	2=TAS	1=VIC		.050	.108	1.000	-.28	.38
		3=ACT		-.077	.147	1.000	-.52	.37
		4=QLD		.056	.110	1.000	-.28	.39
		5=SA		-.132	.115	.946	-.48	.22
		6=WA		-.083	.118	.997	-.44	.28
		7=NSW		.091	.103	.988	-.22	.40
		8=NT		.063	.171	1.000	-.46	.58
	3=ACT	1=VIC		.127	.118	.961	-.23	.48
		2=TAS		.077	.147	1.000	-.37	.52
		4=QLD		.132	.119	.955	-.23	.50
		5=SA		-.055	.125	1.000	-.43	.32
		6=WA		-.006	.127	1.000	-.39	.38
		7=NSW		.168	.113	.819	-.18	.51
		8=NT		.139	.177	.994	-.40	.68
	4=QLD	1=VIC		-.006	.065	1.000	-.20	.19
		2=TAS		-.056	.110	1.000	-.39	.28
		3=ACT		-.132	.119	.955	-.50	.23
		5=SA		-.188	.077	.219	-.42	.05
		6=WA		-.139	.081	.682	-.39	.11
		7=NSW		.035	.057	.999	-.14	.21
		8=NT		.007	.147	1.000	-.44	.45
	5=SA	1=VIC		.182	.074	.217	-.04	.41
		2=TAS		.132	.115	.946	-.22	.48
		3=ACT		.055	.125	1.000	-.32	.43
		4=QLD		.188	.077	.219	-.05	.42
		6=WA		.049	.089	.999	-.22	.32
		7=NSW		.223 [*]	.067	.020	.02	.43
		8=NT		.195	.152	.905	-.27	.66
	6=WA	1=VIC		.133	.079	.696	-.11	.37
		2=TAS		.083	.118	.997	-.28	.44

			3=ACT	.006	.127	1.000	-.38	.39
			4=QLD	.139	.081	.682	-.11	.39
			5=SA	-.049	.089	.999	-.32	.22
			7=NSW	.174	.072	.239	-.05	.39
			8=NT	.146	.154	.981	-.32	.61
7=NSW			1=VIC	-.041	.053	.995	-.20	.12
			2=TAS	-.091	.103	.988	-.40	.22
			3=ACT	-.168	.113	.819	-.51	.18
			4=QLD	-.035	.057	.999	-.21	.14
			5=SA	-.223 [*]	.067	.020	-.43	-.02
			6=WA	-.174	.072	.239	-.39	.05
			8=NT	-.028	.143	1.000	-.46	.40
8=NT			1=VIC	-.013	.146	1.000	-.46	.43
			2=TAS	-.063	.171	1.000	-.58	.46
			3=ACT	-.139	.177	.994	-.68	.40
			4=QLD	-.007	.147	1.000	-.45	.44
			5=SA	-.195	.152	.905	-.66	.27
			6=WA	-.146	.154	.981	-.61	.32
			7=NSW	.028	.143	1.000	-.40	.46
Value teamwork	1=VIC	2=TAS		.044	.097	1.000	-.25	.34
		3=ACT		.065	.106	.999	-.26	.39
		4=QLD		-.150	.058	.169	-.33	.03
		5=SA		-.274 [*]	.067	.001	-.48	-.07
		6=WA		-.231 [*]	.071	.026	-.45	-.02
		7=NSW		-.144	.048	.056	-.29	.00
		8=NT		-.175	.131	.885	-.57	.22
	2=TAS	1=VIC		-.044	.097	1.000	-.34	.25
		3=ACT		.022	.132	1.000	-.38	.42
		4=QLD		-.194	.098	.501	-.49	.10
		5=SA		-.318 [*]	.103	.045	-.63	.00
		6=WA		-.274	.106	.163	-.60	.05
		7=NSW		-.187	.092	.463	-.47	.09
		8=NT		-.219	.153	.843	-.68	.25
	3=ACT	1=VIC		-.065	.106	.999	-.39	.26
		2=TAS		-.022	.132	1.000	-.42	.38
		4=QLD		-.215	.107	.474	-.54	.11
		5=SA		-.340 [*]	.112	.050	-.68	.00
		6=WA		-.296	.114	.161	-.64	.05
		7=NSW		-.209	.102	.445	-.52	.10
		8=NT		-.240	.159	.800	-.72	.24

	4=QLD	1=VIC	.150	.058	.169	-.03	.33
		2=TAS	.194	.098	.501	-.10	.49
		3=ACT	.215	.107	.474	-.11	.54
		5=SA	-.124	.069	.615	-.33	.08
		6=WA	-.081	.073	.956	-.30	.14
		7=NSW	.006	.051	1.000	-.15	.16
		8=NT	-.025	.132	1.000	-.43	.38
	5=SA	1=VIC	.274 [*]	.067	.001	.07	.48
		2=TAS	.318 [*]	.103	.045	.00	.63
		3=ACT	.340 [*]	.112	.050	.00	.68
		4=QLD	.124	.069	.615	-.08	.33
		6=WA	.044	.080	.999	-.20	.29
		7=NSW	.131	.060	.367	-.05	.31
		8=NT	.099	.136	.996	-.31	.51
	6=WA	1=VIC	.231 [*]	.071	.026	.02	.45
		2=TAS	.274	.106	.163	-.05	.60
		3=ACT	.296	.114	.161	-.05	.64
		4=QLD	.081	.073	.956	-.14	.30
		5=SA	-.044	.080	.999	-.29	.20
		7=NSW	.087	.065	.882	-.11	.28
		8=NT	.056	.138	1.000	-.36	.48
	7=NSW	1=VIC	.144	.048	.056	.00	.29
		2=TAS	.187	.092	.463	-.09	.47
		3=ACT	.209	.102	.445	-.10	.52
		4=QLD	-.006	.051	1.000	-.16	.15
		5=SA	-.131	.060	.367	-.31	.05
		6=WA	-.087	.065	.882	-.28	.11
		8=NT	-.031	.128	1.000	-.42	.36
	8=NT	1=VIC	.175	.131	.885	-.22	.57
		2=TAS	.219	.153	.843	-.25	.68
		3=ACT	.240	.159	.800	-.24	.72
		4=QLD	.025	.132	1.000	-.38	.43
		5=SA	-.099	.136	.996	-.51	.31
		6=WA	-.056	.138	1.000	-.48	.36
		7=NSW	.031	.128	1.000	-.36	.42
Code of ethics	1=VIC	2=TAS	-.225	.094	.250	-.51	.06
		3=ACT	-.052	.103	1.000	-.37	.26
		4=QLD	-.112	.057	.505	-.29	.06
		5=SA	-.211 [*]	.065	.027	-.41	-.01
		6=WA	-.253 [*]	.069	.007	-.46	-.04

	7=NSW	-.159 [*]	.047	.016	-.30	-.02
	8=NT	.025	.128	1.000	-.36	.41
2=TAS	1=VIC	.225	.094	.250	-.06	.51
	3=ACT	.173	.129	.881	-.22	.56
	4=QLD	.113	.096	.938	-.18	.40
	5=SA	.014	.101	1.000	-.29	.32
	6=WA	-.028	.104	1.000	-.34	.29
	7=NSW	.066	.090	.996	-.21	.34
	8=NT	.250	.149	.703	-.20	.70
3=ACT	1=VIC	.052	.103	1.000	-.26	.37
	2=TAS	-.173	.129	.881	-.56	.22
	4=QLD	-.060	.104	.999	-.38	.26
	5=SA	-.159	.109	.830	-.49	.17
	6=WA	-.201	.112	.619	-.54	.14
	7=NSW	-.107	.099	.960	-.41	.19
	8=NT	.077	.155	1.000	-.39	.55
4=QLD	1=VIC	.112	.057	.505	-.06	.29
	2=TAS	-.113	.096	.938	-.40	.18
	3=ACT	.060	.104	.999	-.26	.38
	5=SA	-.099	.067	.823	-.30	.10
	6=WA	-.141	.071	.497	-.36	.08
	7=NSW	-.047	.050	.981	-.20	.10
	8=NT	.137	.129	.964	-.25	.53
5=SA	1=VIC	.211 [*]	.065	.027	.01	.41
	2=TAS	-.014	.101	1.000	-.32	.29
	3=ACT	.159	.109	.830	-.17	.49
	4=QLD	.099	.067	.823	-.10	.30
	6=WA	-.042	.078	.999	-.28	.19
	7=NSW	.051	.059	.988	-.13	.23
	8=NT	.236	.133	.636	-.17	.64
6=WA	1=VIC	.253 [*]	.069	.007	.04	.46
	2=TAS	.028	.104	1.000	-.29	.34
	3=ACT	.201	.112	.619	-.14	.54
	4=QLD	.141	.071	.497	-.08	.36
	5=SA	.042	.078	.999	-.19	.28
	7=NSW	.094	.063	.818	-.10	.29
	8=NT	.278	.135	.440	-.13	.69
7=NSW	1=VIC	.159 [*]	.047	.016	.02	.30
	2=TAS	-.066	.090	.996	-.34	.21
	3=ACT	.107	.099	.960	-.19	.41

		4=QLD		.047	.050	.981	-.10	.20
		5=SA		-.051	.059	.988	-.23	.13
		6=WA		-.094	.063	.818	-.29	.10
		8=NT		.184	.125	.819	-.19	.56
	8=NT	1=VIC		-.025	.128	1.000	-.41	.36
		2=TAS		-.250	.149	.703	-.70	.20
		3=ACT		-.077	.155	1.000	-.55	.39
		4=QLD		-.137	.129	.964	-.53	.25
		5=SA		-.236	.133	.636	-.64	.17
		6=WA		-.278	.135	.440	-.69	.13
		7=NSW		-.184	.125	.819	-.56	.19
Ethical and legal boundaries	1=VIC	2=TAS		-.106	.090	.936	-.38	.17
		3=ACT		-.049	.098	1.000	-.35	.25
		4=QLD		-.060	.054	.955	-.22	.10
		5=SA		-.195 [*]	.062	.034	-.38	-.01
		6=WA		-.092	.066	.855	-.29	.11
		7=NSW		-.032	.044	.997	-.17	.10
		8=NT		.081	.121	.998	-.29	.45
	2=TAS	1=VIC		.106	.090	.936	-.17	.38
		3=ACT		.058	.122	1.000	-.31	.43
		4=QLD		.046	.091	1.000	-.23	.32
		5=SA		-.089	.096	.983	-.38	.20
		6=WA		.014	.098	1.000	-.29	.31
		7=NSW		.075	.086	.989	-.19	.33
		8=NT		.188	.142	.891	-.24	.62
	3=ACT	1=VIC		.049	.098	1.000	-.25	.35
		2=TAS		-.058	.122	1.000	-.43	.31
		4=QLD		-.011	.099	1.000	-.31	.29
		5=SA		-.147	.104	.849	-.46	.17
		6=WA		-.044	.106	1.000	-.37	.28
		7=NSW		.017	.094	1.000	-.27	.30
		8=NT		.130	.147	.988	-.32	.58
	4=QLD	1=VIC		.060	.054	.955	-.10	.22
		2=TAS		-.046	.091	1.000	-.32	.23
		3=ACT		.011	.099	1.000	-.29	.31
		5=SA		-.135	.064	.399	-.33	.06
		6=WA		-.032	.068	1.000	-.24	.17
		7=NSW		.028	.047	.999	-.11	.17
		8=NT		.141	.122	.945	-.23	.51
	5=SA	1=VIC		.195 [*]	.062	.034	.01	.38

			2=TAS	.089	.096	.983	-.20	.38
			3=ACT	.147	.104	.849	-.17	.46
			4=QLD	.135	.064	.399	-.06	.33
			6=WA	.103	.074	.860	-.12	.33
			7=NSW	.164	.056	.066	-.01	.33
			8=NT	.277	.126	.356	-.11	.66
	6=WA	1=VIC		.092	.066	.855	-.11	.29
		2=TAS		-.014	.098	1.000	-.31	.29
		3=ACT		.044	.106	1.000	-.28	.37
		4=QLD		.032	.068	1.000	-.17	.24
		5=SA		-.103	.074	.860	-.33	.12
		7=NSW		.061	.060	.973	-.12	.24
		8=NT		.174	.128	.877	-.22	.56
	7=NSW	1=VIC		.032	.044	.997	-.10	.17
		2=TAS		-.075	.086	.989	-.33	.19
		3=ACT		-.017	.094	1.000	-.30	.27
		4=QLD		-.028	.047	.999	-.17	.11
		5=SA		-.164	.056	.066	-.33	.01
		6=WA		-.061	.060	.973	-.24	.12
		8=NT		.113	.119	.981	-.25	.47
	8=NT	1=VIC		-.081	.121	.998	-.45	.29
		2=TAS		-.188	.142	.891	-.62	.24
		3=ACT		-.130	.147	.988	-.58	.32
		4=QLD		-.141	.122	.945	-.51	.23
		5=SA		-.277	.126	.356	-.66	.11
		6=WA		-.174	.128	.877	-.56	.22
		7=NSW		-.113	.119	.981	-.47	.25
Caring and empathic	1=VIC	2=TAS		.037	.101	1.000	-.27	.35
		3=ACT		.230	.111	.431	-.11	.57
		4=QLD		-.033	.061	.999	-.22	.15
		5=SA		-.083	.070	.934	-.30	.13
		6=WA		-.129	.074	.662	-.35	.10
		7=NSW		.052	.050	.968	-.10	.20
		8=NT		.100	.137	.996	-.32	.52
	2=TAS	1=VIC		-.037	.101	1.000	-.35	.27
		3=ACT		.192	.138	.861	-.23	.61
		4=QLD		-.070	.103	.997	-.38	.24
		5=SA		-.121	.108	.954	-.45	.21
		6=WA		-.167	.111	.808	-.50	.17
		7=NSW		.015	.097	1.000	-.28	.31

	8=NT	.063	.160	1.000	-.42	.55
3=ACT	1=VIC	-.230	.111	.431	-.57	.11
	2=TAS	-.192	.138	.861	-.61	.23
	4=QLD	-.263	.112	.272	-.60	.08
	5=SA	-.313	.117	.132	-.67	.04
	6=WA	-.359	.120	.056	-.72	.00
	7=NSW	-.178	.106	.708	-.50	.15
	8=NT	-.130	.166	.994	-.64	.38
4=QLD	1=VIC	.033	.061	.999	-.15	.22
	2=TAS	.070	.103	.997	-.24	.38
	3=ACT	.263	.112	.272	-.08	.60
	5=SA	-.050	.072	.997	-.27	.17
	6=WA	-.096	.076	.913	-.33	.14
	7=NSW	.085	.053	.752	-.08	.25
	8=NT	.133	.138	.980	-.29	.55
5=SA	1=VIC	.083	.070	.934	-.13	.30
	2=TAS	.121	.108	.954	-.21	.45
	3=ACT	.313	.117	.132	-.04	.67
	4=QLD	.050	.072	.997	-.17	.27
	6=WA	-.046	.083	.999	-.30	.21
	7=NSW	.135	.063	.382	-.06	.33
	8=NT	.183	.142	.904	-.25	.62
6=WA	1=VIC	.129	.074	.662	-.10	.35
	2=TAS	.167	.111	.808	-.17	.50
	3=ACT	.359	.120	.056	.00	.72
	4=QLD	.096	.076	.913	-.14	.33
	5=SA	.046	.083	.999	-.21	.30
	7=NSW	.181	.068	.133	-.02	.39
	8=NT	.229	.145	.760	-.21	.67
7=NSW	1=VIC	-.052	.050	.968	-.20	.10
	2=TAS	-.015	.097	1.000	-.31	.28
	3=ACT	.178	.106	.708	-.15	.50
	4=QLD	-.085	.053	.752	-.25	.08
	5=SA	-.135	.063	.382	-.33	.06
	6=WA	-.181	.068	.133	-.39	.02
	8=NT	.048	.134	1.000	-.36	.45
8=NT	1=VIC	-.100	.137	.996	-.52	.32
	2=TAS	-.063	.160	1.000	-.55	.42
	3=ACT	.130	.166	.994	-.38	.64
	4=QLD	-.133	.138	.980	-.55	.29

		5=SA		-.183	.142	.904	-.62	.25
		6=WA		-.229	.145	.760	-.67	.21
		7=NSW		-.048	.134	1.000	-.45	.36
Self-directed	1=VIC	2=TAS		-.050	.133	1.000	-.45	.35
		3=ACT		-.406	.146	.099	-.85	.04
		4=QLD		-.075	.080	.983	-.32	.17
		5=SA		-.261	.092	.085	-.54	.02
		6=WA		-.244	.098	.195	-.54	.05
		7=NSW		.009	.066	1.000	-.19	.21
		8=NT		.013	.180	1.000	-.54	.56
	2=TAS	1=VIC		.050	.133	1.000	-.35	.45
		3=ACT		-.356	.182	.511	-.91	.20
		4=QLD		-.025	.135	1.000	-.44	.39
		5=SA		-.211	.142	.816	-.64	.22
		6=WA		-.194	.146	.887	-.64	.25
		7=NSW		.059	.127	1.000	-.33	.45
		8=NT		.063	.211	1.000	-.58	.70
	3=ACT	1=VIC		.406	.146	.099	-.04	.85
		2=TAS		.356	.182	.511	-.20	.91
		4=QLD		.331	.147	.326	-.12	.78
		5=SA		.145	.154	.982	-.32	.61
		6=WA		.161	.157	.971	-.32	.64
		7=NSW		.415	.140	.062	-.01	.84
		8=NT		.418	.219	.542	-.25	1.08
	4=QLD	1=VIC		.075	.080	.983	-.17	.32
		2=TAS		.025	.135	1.000	-.39	.44
		3=ACT		-.331	.147	.326	-.78	.12
		5=SA		-.186	.095	.504	-.47	.10
		6=WA		-.169	.100	.696	-.47	.14
		7=NSW		.084	.070	.931	-.13	.30
		8=NT		.088	.182	1.000	-.47	.64
	5=SA	1=VIC		.261	.092	.085	-.02	.54
		2=TAS		.211	.142	.816	-.22	.64
		3=ACT		-.145	.154	.982	-.61	.32
		4=QLD		.186	.095	.504	-.10	.47
		6=WA		.017	.110	1.000	-.32	.35
		7=NSW		.270 [*]	.083	.024	.02	.52
		8=NT		.274	.187	.827	-.30	.84
	6=WA	1=VIC		.244	.098	.195	-.05	.54
		2=TAS		.194	.146	.887	-.25	.64

		3=ACT		-.161	.157	.971	-.64	.32
		4=QLD		.169	.100	.696	-.14	.47
		5=SA		-.017	.110	1.000	-.35	.32
		7=NSW		.254	.089	.086	-.02	.52
		8=NT		.257	.190	.879	-.32	.83
	7=NSW	1=VIC		-.009	.066	1.000	-.21	.19
		2=TAS		-.059	.127	1.000	-.45	.33
		3=ACT		-.415	.140	.062	-.84	.01
		4=QLD		-.084	.070	.931	-.30	.13
		5=SA		-.270*	.083	.024	-.52	-.02
		6=WA		-.254	.089	.086	-.52	.02
		8=NT		.003	.176	1.000	-.53	.54
	8=NT	1=VIC		-.013	.180	1.000	-.56	.54
		2=TAS		-.063	.211	1.000	-.70	.58
		3=ACT		-.418	.219	.542	-1.08	.25
		4=QLD		-.088	.182	1.000	-.64	.47
		5=SA		-.274	.187	.827	-.84	.30
		6=WA		-.257	.190	.879	-.83	.32
		7=NSW		-.003	.176	1.000	-.54	.53
Clinical competence	1=VIC	2=TAS		-.112	.079	.846	-.35	.13
		3=ACT		-.192	.086	.338	-.45	.07
		4=QLD		-.069	.048	.837	-.21	.08
		5=SA		-.142	.054	.151	-.31	.02
		6=WA		-.158	.058	.117	-.33	.02
		7=NSW		-.041	.039	.968	-.16	.08
		8=NT		.044	.107	1.000	-.28	.37
	2=TAS	1=VIC		.112	.079	.846	-.13	.35
		3=ACT		-.079	.108	.996	-.41	.25
		4=QLD		.044	.080	.999	-.20	.29
		5=SA		-.030	.084	1.000	-.29	.23
		6=WA		-.045	.087	1.000	-.31	.22
		7=NSW		.072	.075	.981	-.16	.30
		8=NT		.156	.125	.916	-.22	.54
	3=ACT	1=VIC		.192	.086	.338	-.07	.45
		2=TAS		.079	.108	.996	-.25	.41
		4=QLD		.123	.087	.853	-.14	.39
		5=SA		.050	.091	.999	-.23	.33
		6=WA		.034	.093	1.000	-.25	.32
		7=NSW		.151	.083	.606	-.10	.40
		8=NT		.236	.130	.608	-.16	.63

	4=QLD	1=VIC	.069	.048	.837	-.08	.21
		2=TAS	-.044	.080	.999	-.29	.20
		3=ACT	-.123	.087	.853	-.39	.14
		5=SA	-.074	.056	.895	-.24	.10
		6=WA	-.089	.060	.811	-.27	.09
		7=NSW	.028	.041	.998	-.10	.15
		8=NT	.112	.108	.968	-.22	.44
	5=SA	1=VIC	.142	.054	.151	-.02	.31
		2=TAS	.030	.084	1.000	-.23	.29
		3=ACT	-.050	.091	.999	-.33	.23
		4=QLD	.074	.056	.895	-.10	.24
		6=WA	-.015	.065	1.000	-.21	.18
		7=NSW	.102	.049	.432	-.05	.25
		8=NT	.186	.111	.703	-.15	.52
	6=WA	1=VIC	.158	.058	.117	-.02	.33
		2=TAS	.045	.087	1.000	-.22	.31
		3=ACT	-.034	.093	1.000	-.32	.25
		4=QLD	.089	.060	.811	-.09	.27
		5=SA	.015	.065	1.000	-.18	.21
		7=NSW	.117	.053	.346	-.04	.28
		8=NT	.201	.113	.630	-.14	.54
	7=NSW	1=VIC	.041	.039	.968	-.08	.16
		2=TAS	-.072	.075	.981	-.30	.16
		3=ACT	-.151	.083	.606	-.40	.10
		4=QLD	-.028	.041	.998	-.15	.10
		5=SA	-.102	.049	.432	-.25	.05
		6=WA	-.117	.053	.346	-.28	.04
		8=NT	.084	.104	.993	-.23	.40
	8=NT	1=VIC	-.044	.107	1.000	-.37	.28
		2=TAS	-.156	.125	.916	-.54	.22
		3=ACT	-.236	.130	.608	-.63	.16
		4=QLD	-.112	.108	.968	-.44	.22
		5=SA	-.186	.111	.703	-.52	.15
		6=WA	-.201	.113	.630	-.54	.14
		7=NSW	-.084	.104	.993	-.40	.23
High clinical status	1=VIC	2=TAS	-.237	.164	.836	-.74	.26
		3=ACT	-.115	.179	.998	-.66	.43
		4=QLD	-.243	.099	.220	-.54	.06
		5=SA	.128	.113	.950	-.22	.47
		6=WA	-.310	.120	.166	-.68	.06

	7=NSW	.073	.081	.986	-.17	.32
	8=NT	-.081	.223	1.000	-.76	.59
2=TAS	1=VIC	.237	.164	.836	-.26	.74
	3=ACT	.123	.224	.999	-.56	.80
	4=QLD	-.005	.167	1.000	-.51	.50
	5=SA	.365	.175	.427	-.17	.90
	6=WA	-.073	.180	1.000	-.62	.47
	7=NSW	.311	.157	.495	-.17	.79
	8=NT	.156	.260	.999	-.63	.95
3=ACT	1=VIC	.115	.179	.998	-.43	.66
	2=TAS	-.123	.224	.999	-.80	.56
	4=QLD	-.128	.182	.997	-.68	.42
	5=SA	.243	.190	.906	-.33	.82
	6=WA	-.196	.194	.973	-.79	.39
	7=NSW	.188	.173	.959	-.34	.71
	8=NT	.034	.270	1.000	-.79	.85
4=QLD	1=VIC	.243	.099	.220	-.06	.54
	2=TAS	.005	.167	1.000	-.50	.51
	3=ACT	.128	.182	.997	-.42	.68
	5=SA	.371 [*]	.117	.033	.02	.73
	6=WA	-.068	.124	.999	-.44	.31
	7=NSW	.316 [*]	.086	.006	.05	.58
	8=NT	.162	.224	.996	-.52	.84
5=SA	1=VIC	-.128	.113	.950	-.47	.22
	2=TAS	-.365	.175	.427	-.90	.17
	3=ACT	-.243	.190	.906	-.82	.33
	4=QLD	-.371 [*]	.117	.033	-.73	-.02
	6=WA	-.438 [*]	.135	.027	-.85	-.03
	7=NSW	-.054	.102	.999	-.36	.26
	8=NT	-.209	.231	.986	-.91	.49
6=WA	1=VIC	.310	.120	.166	-.06	.68
	2=TAS	.073	.180	1.000	-.47	.62
	3=ACT	.196	.194	.973	-.39	.79
	4=QLD	.068	.124	.999	-.31	.44
	5=SA	.438 [*]	.135	.027	.03	.85
	7=NSW	.384 [*]	.110	.012	.05	.72
	8=NT	.229	.235	.978	-.48	.94
7=NSW	1=VIC	-.073	.081	.986	-.32	.17
	2=TAS	-.311	.157	.495	-.79	.17
	3=ACT	-.188	.173	.959	-.71	.34

			4=QLD		-.316*	.086	.006	-.58	-.05
			5=SA		.054	.102	.999	-.26	.36
			6=WA		-.384*	.110	.012	-.72	-.05
			8=NT		-.155	.217	.997	-.81	.50
Population based care	8=NT	1=VIC			.081	.223	1.000	-.59	.76
		2=TAS			-.156	.260	.999	-.95	.63
		3=ACT			-.034	.270	1.000	-.85	.79
		4=QLD			-.162	.224	.996	-.84	.52
		5=SA			.209	.231	.986	-.49	.91
		6=WA			-.229	.235	.978	-.94	.48
		7=NSW			.155	.217	.997	-.50	.81
	1=VIC	2=TAS			.063	.152	1.000	-.40	.53
		3=ACT			-.380	.166	.304	-.89	.13
		4=QLD			-.091	.092	.976	-.37	.19
		5=SA			-.015	.105	1.000	-.33	.30
		6=WA			-.132	.112	.937	-.47	.21
		7=NSW			-.024	.075	1.000	-.25	.21
		8=NT			-.375	.206	.608	-1.00	.25
	2=TAS	1=VIC			-.063	.152	1.000	-.53	.40
		3=ACT			-.442	.208	.397	-1.07	.19
		4=QLD			-.154	.155	.975	-.62	.32
		5=SA			-.078	.163	1.000	-.57	.42
		6=WA			-.194	.167	.942	-.70	.31
		7=NSW			-.086	.145	.999	-.53	.36
		8=NT			-.438	.241	.609	-1.17	.29
	3=ACT	1=VIC			.380	.166	.304	-.13	.89
		2=TAS			.442	.208	.397	-.19	1.07
		4=QLD			.289	.169	.679	-.22	.80
		5=SA			.365	.176	.433	-.17	.90
		6=WA			.248	.180	.868	-.30	.79
		7=NSW			.356	.160	.338	-.13	.84
		8=NT			.005	.250	1.000	-.75	.76
	4=QLD	1=VIC			.091	.092	.976	-.19	.37
		2=TAS			.154	.155	.975	-.32	.62
		3=ACT			-.289	.169	.679	-.80	.22
		5=SA			.076	.108	.997	-.25	.40
		6=WA			-.041	.115	1.000	-.39	.31
		7=NSW			.067	.080	.991	-.18	.31
		8=NT			-.284	.208	.873	-.92	.35
	5=SA	1=VIC			.015	.105	1.000	-.30	.33

			2=TAS	.078	.163	1.000	-.42	.57
			3=ACT	-.365	.176	.433	-.90	.17
			4=QLD	-.076	.108	.997	-.40	.25
			6=WA	-.117	.125	.983	-.50	.26
			7=NSW	-.009	.094	1.000	-.30	.28
			8=NT	-.360	.214	.699	-1.01	.29
6=WA	1=VIC			.132	.112	.937	-.21	.47
	2=TAS			.194	.167	.942	-.31	.70
	3=ACT			-.248	.180	.868	-.79	.30
	4=QLD			.041	.115	1.000	-.31	.39
	5=SA			.117	.125	.983	-.26	.50
	7=NSW			.108	.102	.965	-.20	.42
	8=NT			-.243	.217	.953	-.90	.42
7=NSW	1=VIC			.024	.075	1.000	-.21	.25
	2=TAS			.086	.145	.999	-.36	.53
	3=ACT			-.356	.160	.338	-.84	.13
	4=QLD			-.067	.080	.991	-.31	.18
	5=SA			.009	.094	1.000	-.28	.30
	6=WA			-.108	.102	.965	-.42	.20
	8=NT			-.351	.201	.657	-.96	.26
8=NT	1=VIC			.375	.206	.608	-.25	1.00
	2=TAS			.438	.241	.609	-.29	1.17
	3=ACT			-.005	.250	1.000	-.76	.75
	4=QLD			.284	.208	.873	-.35	.92
	5=SA			.360	.214	.699	-.29	1.01
	6=WA			.243	.217	.953	-.42	.90
	7=NSW			.351	.201	.657	-.26	.96
Committed to discipline	1=VIC	2=TAS		.088	.130	.998	-.31	.48
		3=ACT		-.150	.142	.964	-.58	.28
		4=QLD		-.126	.078	.748	-.36	.11
		5=SA		-.077	.089	.989	-.35	.19
		6=WA		-.298 [*]	.095	.038	-.59	-.01
		7=NSW		-.121	.064	.562	-.32	.07
		8=NT		-.319	.176	.611	-.85	.22
	2=TAS	1=VIC		-.088	.130	.998	-.48	.31
		3=ACT		-.238	.177	.881	-.78	.30
		4=QLD		-.213	.132	.740	-.61	.19
		5=SA		-.164	.139	.936	-.59	.26
		6=WA		-.385	.142	.122	-.82	.05
		7=NSW		-.209	.124	.698	-.58	.17

	8=NT	-.406	.205	.496	-1.03	.22
3=ACT	1=VIC	.150	.142	.964	-.28	.58
	2=TAS	.238	.177	.881	-.30	.78
	4=QLD	.025	.144	1.000	-.41	.46
	5=SA	.074	.150	1.000	-.38	.53
	6=WA	-.147	.153	.980	-.61	.32
	7=NSW	.029	.136	1.000	-.38	.44
	8=NT	-.168	.213	.994	-.82	.48
4=QLD	1=VIC	.126	.078	.748	-.11	.36
	2=TAS	.213	.132	.740	-.19	.61
	3=ACT	-.025	.144	1.000	-.46	.41
	5=SA	.049	.092	.999	-.23	.33
	6=WA	-.172	.098	.647	-.47	.12
	7=NSW	.005	.068	1.000	-.20	.21
	8=NT	-.193	.177	.959	-.73	.35
5=SA	1=VIC	.077	.089	.989	-.19	.35
	2=TAS	.164	.139	.936	-.26	.59
	3=ACT	-.074	.150	1.000	-.53	.38
	4=QLD	-.049	.092	.999	-.33	.23
	6=WA	-.221	.107	.434	-.55	.10
	7=NSW	-.044	.080	.999	-.29	.20
	8=NT	-.242	.182	.888	-.80	.31
6=WA	1=VIC	.298*	.095	.038	.01	.59
	2=TAS	.385	.142	.122	-.05	.82
	3=ACT	.147	.153	.980	-.32	.61
	4=QLD	.172	.098	.647	-.12	.47
	5=SA	.221	.107	.434	-.10	.55
	7=NSW	.177	.087	.458	-.09	.44
	8=NT	-.021	.185	1.000	-.58	.54
7=NSW	1=VIC	.121	.064	.562	-.07	.32
	2=TAS	.209	.124	.698	-.17	.58
	3=ACT	-.029	.136	1.000	-.44	.38
	4=QLD	-.005	.068	1.000	-.21	.20
	5=SA	.044	.080	.999	-.20	.29
	6=WA	-.177	.087	.458	-.44	.09
	8=NT	-.198	.171	.945	-.72	.32
8=NT	1=VIC	.319	.176	.611	-.22	.85
	2=TAS	.406	.205	.496	-.22	1.03
	3=ACT	.168	.213	.994	-.48	.82
	4=QLD	.193	.177	.959	-.35	.73

		5=SA	.242	.182	.888	-.31	.80
		6=WA	.021	.185	1.000	-.54	.58
		7=NSW	.198	.171	.945	-.32	.72
Theoretical knowledge	1=VIC	2=TAS	-.106	.106	.975	-.43	.22
		3=ACT	-.183	.116	.764	-.54	.17
		4=QLD	-.088	.064	.872	-.28	.11
		5=SA	-.307 [*]	.073	.001	-.53	-.09
		6=WA	-.231	.078	.061	-.47	.01
		7=NSW	.005	.053	1.000	-.15	.16
		8=NT	.081	.144	.999	-.36	.52
	2=TAS	1=VIC	.106	.106	.975	-.22	.43
		3=ACT	-.077	.145	.999	-.52	.36
		4=QLD	.019	.108	1.000	-.31	.35
		5=SA	-.201	.114	.640	-.55	.14
		6=WA	-.125	.117	.963	-.48	.23
		7=NSW	.111	.102	.958	-.20	.42
		8=NT	.188	.168	.954	-.32	.70
	3=ACT	1=VIC	.183	.116	.764	-.17	.54
		2=TAS	.077	.145	.999	-.36	.52
		4=QLD	.095	.118	.993	-.26	.45
		5=SA	-.124	.123	.973	-.50	.25
		6=WA	-.048	.126	1.000	-.43	.33
		7=NSW	.188	.112	.699	-.15	.53
		8=NT	.264	.175	.799	-.27	.79
	4=QLD	1=VIC	.088	.064	.872	-.11	.28
		2=TAS	-.019	.108	1.000	-.35	.31
		3=ACT	-.095	.118	.993	-.45	.26
		5=SA	-.220	.076	.072	-.45	.01
		6=WA	-.144	.080	.627	-.39	.10
		7=NSW	.093	.056	.714	-.08	.26
		8=NT	.169	.145	.942	-.27	.61
	5=SA	1=VIC	.307 [*]	.073	.001	.09	.53
		2=TAS	.201	.114	.640	-.14	.55
		3=ACT	.124	.123	.973	-.25	.50
		4=QLD	.220	.076	.072	-.01	.45
		6=WA	.076	.088	.989	-.19	.34
		7=NSW	.312 [*]	.066	.000	.11	.51
		8=NT	.389	.149	.157	-.07	.84
	6=WA	1=VIC	.231	.078	.061	-.01	.47
		2=TAS	.125	.117	.963	-.23	.48

		3=ACT	.048	.126	1.000	-.33	.43
		4=QLD	.144	.080	.627	-.10	.39
		5=SA	-.076	.088	.989	-.34	.19
		7=NSW	.236 [*]	.071	.021	.02	.45
		8=NT	.313	.152	.443	-.15	.77
	7=NSW	1=VIC	-.005	.053	1.000	-.16	.15
		2=TAS	-.111	.102	.958	-.42	.20
		3=ACT	-.188	.112	.699	-.53	.15
		4=QLD	-.093	.056	.714	-.26	.08
		5=SA	-.312 [*]	.066	.000	-.51	-.11
		6=WA	-.236 [*]	.071	.021	-.45	-.02
		8=NT	.076	.140	.999	-.35	.50
	8=NT	1=VIC	-.081	.144	.999	-.52	.36
		2=TAS	-.188	.168	.954	-.70	.32
		3=ACT	-.264	.175	.799	-.79	.27
		4=QLD	-.169	.145	.942	-.61	.27
		5=SA	-.389	.149	.157	-.84	.07
		6=WA	-.313	.152	.443	-.77	.15
		7=NSW	-.076	.140	.999	-.50	.35
Continuous improvement	1=VIC	2=TAS	.219	.143	.792	-.22	.65
		3=ACT	-.298	.156	.546	-.77	.18
		4=QLD	-.060	.086	.997	-.32	.20
		5=SA	-.208	.098	.405	-.51	.09
		6=WA	-.347 [*]	.105	.022	-.67	-.03
		7=NSW	-.048	.071	.998	-.26	.17
		8=NT	-.313	.194	.743	-.90	.28
	2=TAS	1=VIC	-.219	.143	.792	-.65	.22
		3=ACT	-.517	.195	.140	-1.11	.08
		4=QLD	-.279	.145	.538	-.72	.16
		5=SA	-.427	.153	.098	-.89	.04
		6=WA	-.566 [*]	.157	.008	-1.04	-.09
		7=NSW	-.266	.137	.518	-.68	.15
		8=NT	-.531	.226	.269	-1.22	.16
	3=ACT	1=VIC	.298	.156	.546	-.18	.77
		2=TAS	.517	.195	.140	-.08	1.11
		4=QLD	.238	.158	.806	-.24	.72
		5=SA	.090	.165	.999	-.41	.59
		6=WA	-.049	.169	1.000	-.56	.46
		7=NSW	.251	.150	.709	-.21	.71
		8=NT	-.014	.235	1.000	-.73	.70

	4=QLD	1=VIC	.060	.086	.997	-.20	.32
		2=TAS	.279	.145	.538	-.16	.72
		3=ACT	-.238	.158	.806	-.72	.24
		5=SA	-.148	.102	.830	-.46	.16
		6=WA	-.287	.108	.136	-.61	.04
		7=NSW	.013	.075	1.000	-.22	.24
		8=NT	-.252	.195	.902	-.85	.34
	5=SA	1=VIC	.208	.098	.405	-.09	.51
		2=TAS	.427	.153	.098	-.04	.89
		3=ACT	-.090	.165	.999	-.59	.41
		4=QLD	.148	.102	.830	-.16	.46
		6=WA	-.139	.118	.938	-.50	.22
		7=NSW	.161	.089	.612	-.11	.43
		8=NT	-.104	.201	1.000	-.72	.51
	6=WA	1=VIC	.347 [*]	.105	.022	.03	.67
		2=TAS	.566 [*]	.157	.008	.09	1.04
		3=ACT	.049	.169	1.000	-.46	.56
		4=QLD	.287	.108	.136	-.04	.61
		5=SA	.139	.118	.938	-.22	.50
		7=NSW	.300 [*]	.096	.038	.01	.59
		8=NT	.035	.204	1.000	-.59	.66
	7=NSW	1=VIC	.048	.071	.998	-.17	.26
		2=TAS	.266	.137	.518	-.15	.68
		3=ACT	-.251	.150	.709	-.71	.21
		4=QLD	-.013	.075	1.000	-.24	.22
		5=SA	-.161	.089	.612	-.43	.11
		6=WA	-.300 [*]	.096	.038	-.59	-.01
		8=NT	-.265	.189	.857	-.84	.31
	8=NT	1=VIC	.313	.194	.743	-.28	.90
		2=TAS	.531	.226	.269	-.16	1.22
		3=ACT	.014	.235	1.000	-.70	.73
		4=QLD	.252	.195	.902	-.34	.85
		5=SA	.104	.201	1.000	-.51	.72
		6=WA	-.035	.204	1.000	-.66	.59
		7=NSW	.265	.189	.857	-.31	.84
Social responsibility	1=VIC	2=TAS	.544 [*]	.143	.004	.11	.98
		3=ACT	-.100	.156	.998	-.57	.37
		4=QLD	.102	.086	.936	-.16	.36
		5=SA	.123	.098	.916	-.18	.42
		6=WA	-.165	.105	.767	-.48	.15

	7=NSW	.066	.071	.982	-.15	.28
	8=NT	-.269	.193	.862	-.86	.32
2=TAS	1=VIC	-.544 [*]	.143	.004	-.98	-.11
	3=ACT	-.644 [*]	.195	.022	-1.24	-.05
	4=QLD	-.442 [*]	.145	.049	-.88	.00
	5=SA	-.421	.152	.106	-.88	.04
	6=WA	-.708 [*]	.157	.000	-1.18	-.23
	7=NSW	-.477 [*]	.136	.011	-.89	-.06
	8=NT	-.813 [*]	.226	.008	-1.50	-.13
3=ACT	1=VIC	.100	.156	.998	-.37	.57
	2=TAS	.644 [*]	.195	.022	.05	1.24
	4=QLD	.203	.158	.905	-.28	.68
	5=SA	.223	.165	.877	-.28	.72
	6=WA	-.064	.169	1.000	-.58	.45
	7=NSW	.167	.150	.954	-.29	.62
	8=NT	-.168	.234	.996	-.88	.54
4=QLD	1=VIC	-.102	.086	.936	-.36	.16
	2=TAS	.442 [*]	.145	.049	.00	.88
	3=ACT	-.203	.158	.905	-.68	.28
	5=SA	.021	.101	1.000	-.29	.33
	6=WA	-.267	.108	.206	-.59	.06
	7=NSW	-.036	.075	1.000	-.26	.19
	8=NT	-.371	.195	.550	-.96	.22
5=SA	1=VIC	-.123	.098	.916	-.42	.18
	2=TAS	.421	.152	.106	-.04	.88
	3=ACT	-.223	.165	.877	-.72	.28
	4=QLD	-.021	.101	1.000	-.33	.29
	6=WA	-.287	.117	.221	-.64	.07
	7=NSW	-.056	.089	.998	-.33	.21
	8=NT	-.392	.201	.515	-1.00	.22
6=WA	1=VIC	.165	.105	.767	-.15	.48
	2=TAS	.708 [*]	.157	.000	.23	1.18
	3=ACT	.064	.169	1.000	-.45	.58
	4=QLD	.267	.108	.206	-.06	.59
	5=SA	.287	.117	.221	-.07	.64
	7=NSW	.231	.096	.235	-.06	.52
	8=NT	-.104	.204	1.000	-.72	.52
7=NSW	1=VIC	-.066	.071	.982	-.28	.15
	2=TAS	.477 [*]	.136	.011	.06	.89
	3=ACT	-.167	.150	.954	-.62	.29

			4=QLD	.036	.075	1.000	-.19	.26
			5=SA	.056	.089	.998	-.21	.33
			6=WA	-.231	.096	.235	-.52	.06
			8=NT	-.335	.189	.636	-.91	.24
Learn to help others	8=NT	1=VIC		.269	.193	.862	-.32	.86
		2=TAS		.813*	.226	.008	.13	1.50
		3=ACT		.168	.234	.996	-.54	.88
		4=QLD		.371	.195	.550	-.22	.96
		5=SA		.392	.201	.515	-.22	1.00
		6=WA		.104	.204	1.000	-.52	.72
		7=NSW		.335	.189	.636	-.24	.91
	1=VIC	2=TAS		-.050	.112	1.000	-.39	.29
		3=ACT		-.213	.123	.659	-.59	.16
		4=QLD		-.097	.068	.840	-.30	.11
		5=SA		-.204	.077	.143	-.44	.03
		6=WA		-.175	.082	.397	-.42	.07
Learn to help others		7=NSW		-.105	.056	.559	-.27	.06
		8=NT		-.237	.152	.772	-.70	.22
	2=TAS	1=VIC		.050	.112	1.000	-.29	.39
		3=ACT		-.163	.153	.963	-.63	.30
		4=QLD		-.047	.114	1.000	-.39	.30
		5=SA		-.154	.120	.905	-.52	.21
		6=WA		-.125	.123	.972	-.50	.25
		7=NSW		-.055	.107	1.000	-.38	.27
		8=NT		-.188	.177	.965	-.73	.35
	3=ACT	1=VIC		.213	.123	.659	-.16	.59
		2=TAS		.163	.153	.963	-.30	.63
		4=QLD		.116	.124	.982	-.26	.49
Learn to help others		5=SA		.010	.130	1.000	-.38	.40
		6=WA		.038	.133	1.000	-.36	.44
		7=NSW		.109	.118	.984	-.25	.47
		8=NT		-.024	.184	1.000	-.58	.54
	4=QLD	1=VIC		.097	.068	.840	-.11	.30
		2=TAS		.047	.114	1.000	-.30	.39
		3=ACT		-.116	.124	.982	-.49	.26
		5=SA		-.107	.080	.885	-.35	.14
		6=WA		-.078	.085	.984	-.33	.18
		7=NSW		-.008	.059	1.000	-.19	.17
		8=NT		-.140	.153	.985	-.61	.33
	5=SA	1=VIC		.204	.077	.143	-.03	.44

			2=TAS	.154	.120	.905	-.21	.52
			3=ACT	-.010	.130	1.000	-.40	.38
			4=QLD	.107	.080	.885	-.14	.35
			6=WA	.029	.092	1.000	-.25	.31
			7=NSW	.099	.070	.847	-.11	.31
			8=NT	-.034	.158	1.000	-.51	.45
6=WA	1=VIC			.175	.082	.397	-.07	.42
	2=TAS			.125	.123	.972	-.25	.50
	3=ACT			-.038	.133	1.000	-.44	.36
	4=QLD			.078	.085	.984	-.18	.33
	5=SA			-.029	.092	1.000	-.31	.25
	7=NSW			.070	.075	.983	-.16	.30
	8=NT			-.063	.160	1.000	-.55	.42
7=NSW	1=VIC			.105	.056	.559	-.06	.27
	2=TAS			.055	.107	1.000	-.27	.38
	3=ACT			-.109	.118	.984	-.47	.25
	4=QLD			.008	.059	1.000	-.17	.19
	5=SA			-.099	.070	.847	-.31	.11
	6=WA			-.070	.075	.983	-.30	.16
	8=NT			-.133	.148	.986	-.58	.32
8=NT	1=VIC			.237	.152	.772	-.22	.70
	2=TAS			.188	.177	.965	-.35	.73
	3=ACT			.024	.184	1.000	-.54	.58
	4=QLD			.140	.153	.985	-.33	.61
	5=SA			.034	.158	1.000	-.45	.51
	6=WA			.063	.160	1.000	-.42	.55
	7=NSW			.133	.148	.986	-.32	.58
Basic sciences	1=VIC	2=TAS		.119	.127	.982	-.27	.50
		3=ACT		-.333	.139	.240	-.75	.09
		4=QLD		-.016	.077	1.000	-.25	.22
		5=SA		-.228	.087	.155	-.49	.04
		6=WA		-.159	.093	.680	-.44	.12
		7=NSW		-.057	.063	.985	-.25	.13
		8=NT		-.131	.172	.995	-.65	.39
	2=TAS	1=VIC		-.119	.127	.982	-.50	.27
		3=ACT		-.452	.173	.153	-.98	.07
		4=QLD		-.134	.129	.968	-.53	.26
		5=SA		-.346	.135	.174	-.76	.07
		6=WA		-.278	.139	.485	-.70	.15
		7=NSW		-.176	.121	.831	-.54	.19

	8=NT		-.250	.201	.918	-.86	.36
3=ACT	1=VIC		.333	.139	.240	-.09	.75
	2=TAS		.452	.173	.153	-.07	.98
	4=QLD		.318	.140	.315	-.11	.74
	5=SA		.106	.146	.996	-.34	.55
	6=WA		.174	.150	.942	-.28	.63
	7=NSW		.276	.133	.436	-.13	.68
	8=NT		.202	.208	.978	-.43	.83
4=QLD	1=VIC		.016	.077	1.000	-.22	.25
	2=TAS		.134	.129	.968	-.26	.53
	3=ACT		-.318	.140	.315	-.74	.11
	5=SA		-.212	.090	.266	-.49	.06
	6=WA		-.144	.096	.807	-.43	.15
	7=NSW		-.042	.067	.998	-.24	.16
	8=NT		-.116	.173	.998	-.64	.41
5=SA	1=VIC		.228	.087	.155	-.04	.49
	2=TAS		.346	.135	.174	-.07	.76
	3=ACT		-.106	.146	.996	-.55	.34
	4=QLD		.212	.090	.266	-.06	.49
	6=WA		.068	.104	.998	-.25	.39
	7=NSW		.170	.079	.376	-.07	.41
	8=NT		.096	.178	.999	-.45	.64
6=WA	1=VIC		.159	.093	.680	-.12	.44
	2=TAS		.278	.139	.485	-.15	.70
	3=ACT		-.174	.150	.942	-.63	.28
	4=QLD		.144	.096	.807	-.15	.43
	5=SA		-.068	.104	.998	-.39	.25
	7=NSW		.102	.085	.933	-.16	.36
	8=NT		.028	.181	1.000	-.52	.58
7=NSW	1=VIC		.057	.063	.985	-.13	.25
	2=TAS		.176	.121	.831	-.19	.54
	3=ACT		-.276	.133	.436	-.68	.13
	4=QLD		.042	.067	.998	-.16	.24
	5=SA		-.170	.079	.376	-.41	.07
	6=WA		-.102	.085	.933	-.36	.16
	8=NT		-.074	.168	1.000	-.58	.44
8=NT	1=VIC		.131	.172	.995	-.39	.65
	2=TAS		.250	.201	.918	-.36	.86
	3=ACT		-.202	.208	.978	-.83	.43
	4=QLD		.116	.173	.998	-.41	.64

		5=SA		-.096	.178	.999	-.64	.45
		6=WA		-.028	.181	1.000	-.58	.52
		7=NSW		.074	.168	1.000	-.44	.58
Respond to changes	1=VIC	2=TAS		.044	.120	1.000	-.32	.41
		3=ACT		-.237	.131	.608	-.63	.16
		4=QLD		.040	.072	.999	-.18	.26
		5=SA		-.140	.082	.688	-.39	.11
		6=WA		-.140	.088	.750	-.41	.13
		7=NSW		-.015	.059	1.000	-.20	.16
		8=NT		-.175	.162	.961	-.67	.32
	2=TAS	1=VIC		-.044	.120	1.000	-.41	.32
		3=ACT		-.281	.163	.671	-.78	.21
		4=QLD		-.003	.121	1.000	-.37	.37
		5=SA		-.184	.128	.840	-.57	.20
		6=WA		-.184	.131	.856	-.58	.21
		7=NSW		-.059	.114	1.000	-.41	.29
		8=NT		-.219	.189	.944	-.79	.36
	3=ACT	1=VIC		.237	.131	.608	-.16	.63
		2=TAS		.281	.163	.671	-.21	.78
		4=QLD		.278	.132	.416	-.12	.68
		5=SA		.098	.138	.997	-.32	.52
		6=WA		.097	.141	.997	-.33	.53
		7=NSW		.222	.126	.642	-.16	.60
		8=NT		.063	.196	1.000	-.53	.66
	4=QLD	1=VIC		-.040	.072	.999	-.26	.18
		2=TAS		.003	.121	1.000	-.37	.37
		3=ACT		-.278	.132	.416	-.68	.12
		5=SA		-.180	.085	.403	-.44	.08
		6=WA		-.181	.090	.481	-.45	.09
		7=NSW		-.056	.063	.987	-.25	.14
		8=NT		-.215	.163	.892	-.71	.28
	5=SA	1=VIC		.140	.082	.688	-.11	.39
		2=TAS		.184	.128	.840	-.20	.57
		3=ACT		-.098	.138	.997	-.52	.32
		4=QLD		.180	.085	.403	-.08	.44
		6=WA		.000	.098	1.000	-.30	.30
		7=NSW		.125	.074	.701	-.10	.35
		8=NT		-.035	.168	1.000	-.55	.48
	6=WA	1=VIC		.140	.088	.750	-.13	.41
		2=TAS		.184	.131	.856	-.21	.58

			3=ACT		-.097	.141	.997	-.53	.33
			4=QLD		.181	.090	.481	-.09	.45
			5=SA		.000	.098	1.000	-.30	.30
			7=NSW		.125	.080	.774	-.12	.37
			8=NT		-.035	.171	1.000	-.55	.48
			7=NSW	1=VIC	.015	.059	1.000	-.16	.20
				2=TAS	.059	.114	1.000	-.29	.41
				3=ACT	-.222	.126	.642	-.60	.16
				4=QLD	.056	.063	.987	-.14	.25
				5=SA	-.125	.074	.701	-.35	.10
				6=WA	-.125	.080	.774	-.37	.12
				8=NT	-.160	.158	.973	-.64	.32
			8=NT	1=VIC	.175	.162	.961	-.32	.67
				2=TAS	.219	.189	.944	-.36	.79
				3=ACT	-.063	.196	1.000	-.66	.53
				4=QLD	.215	.163	.892	-.28	.71
				5=SA	.035	.168	1.000	-.48	.55
				6=WA	.035	.171	1.000	-.48	.55
				7=NSW	.160	.158	.973	-.32	.64
Ongoing education	1=VIC	2=TAS			-.075	.119	.998	-.44	.29
		3=ACT			-.277	.130	.400	-.67	.12
		4=QLD			-.167	.072	.287	-.39	.05
		5=SA			-.194	.082	.260	-.44	.06
		6=WA			-.200	.087	.302	-.47	.07
		7=NSW			-.156	.059	.142	-.34	.02
		8=NT			-.200	.162	.921	-.69	.29
	2=TAS	1=VIC			.075	.119	.998	-.29	.44
		3=ACT			-.202	.163	.920	-.70	.29
		4=QLD			-.092	.121	.995	-.46	.28
		5=SA			-.119	.127	.983	-.51	.27
		6=WA			-.125	.131	.980	-.52	.27
		7=NSW			-.081	.114	.997	-.43	.27
		8=NT			-.125	.189	.998	-.70	.45
	3=ACT	1=VIC			.277	.130	.400	-.12	.67
		2=TAS			.202	.163	.920	-.29	.70
		4=QLD			.110	.132	.991	-.29	.51
		5=SA			.083	.138	.999	-.34	.50
		6=WA			.077	.141	.999	-.35	.51
		7=NSW			.121	.125	.979	-.26	.50
		8=NT			.077	.196	1.000	-.52	.67

	4=QLD	1=VIC	.167	.072	.287	-.05	.39
		2=TAS	.092	.121	.995	-.28	.46
		3=ACT	-.110	.132	.991	-.51	.29
		5=SA	-.028	.085	1.000	-.29	.23
		6=WA	-.033	.090	1.000	-.31	.24
		7=NSW	.011	.063	1.000	-.18	.20
		8=NT	-.033	.163	1.000	-.53	.46
	5=SA	1=VIC	.194	.082	.260	-.06	.44
		2=TAS	.119	.127	.983	-.27	.51
		3=ACT	-.083	.138	.999	-.50	.34
		4=QLD	.028	.085	1.000	-.23	.29
		6=WA	-.006	.098	1.000	-.30	.29
		7=NSW	.038	.074	1.000	-.19	.26
		8=NT	-.006	.168	1.000	-.52	.50
	6=WA	1=VIC	.200	.087	.302	-.07	.47
		2=TAS	.125	.131	.980	-.27	.52
		3=ACT	-.077	.141	.999	-.51	.35
		4=QLD	.033	.090	1.000	-.24	.31
		5=SA	.006	.098	1.000	-.29	.30
		7=NSW	.044	.080	.999	-.20	.29
		8=NT	.000	.170	1.000	-.52	.52
	7=NSW	1=VIC	.156	.059	.142	-.02	.34
		2=TAS	.081	.114	.997	-.27	.43
		3=ACT	-.121	.125	.979	-.50	.26
		4=QLD	-.011	.063	1.000	-.20	.18
		5=SA	-.038	.074	1.000	-.26	.19
		6=WA	-.044	.080	.999	-.29	.20
		8=NT	-.044	.158	1.000	-.52	.44
	8=NT	1=VIC	.200	.162	.921	-.29	.69
		2=TAS	.125	.189	.998	-.45	.70
		3=ACT	-.077	.196	1.000	-.67	.52
		4=QLD	.033	.163	1.000	-.46	.53
		5=SA	.006	.168	1.000	-.50	.52
		6=WA	.000	.170	1.000	-.52	.52
		7=NSW	.044	.158	1.000	-.44	.52
Independent team member	1=VIC	2=TAS	-.181	.093	.516	-.46	.10
		3=ACT	.062	.101	.999	-.25	.37
		4=QLD	-.030	.056	1.000	-.20	.14
		5=SA	-.193	.064	.053	-.39	.00
		6=WA	-.164	.068	.239	-.37	.04

	7=NSW		-.116	.046	.183	-.26	.02
	8=NT		.037	.126	1.000	-.34	.42
2=TAS	1=VIC		.181	.093	.516	-.10	.46
	3=ACT		.243	.127	.540	-.14	.63
	4=QLD		.152	.094	.746	-.14	.44
	5=SA		-.012	.099	1.000	-.31	.29
	6=WA		.017	.102	1.000	-.29	.33
	7=NSW		.065	.089	.996	-.20	.33
	8=NT		.219	.147	.814	-.23	.67
3=ACT	1=VIC		-.062	.101	.999	-.37	.25
	2=TAS		-.243	.127	.540	-.63	.14
	4=QLD		-.091	.103	.987	-.40	.22
	5=SA		-.255	.107	.255	-.58	.07
	6=WA		-.225	.110	.447	-.56	.11
	7=NSW		-.178	.098	.605	-.47	.12
	8=NT		-.024	.152	1.000	-.49	.44
4=QLD	1=VIC		.030	.056	1.000	-.14	.20
	2=TAS		-.152	.094	.746	-.44	.14
	3=ACT		.091	.103	.987	-.22	.40
	5=SA		-.163	.066	.206	-.36	.04
	6=WA		-.134	.070	.539	-.35	.08
	7=NSW		-.087	.049	.635	-.23	.06
	8=NT		.067	.127	1.000	-.32	.45
5=SA	1=VIC		.193	.064	.053	.00	.39
	2=TAS		.012	.099	1.000	-.29	.31
	3=ACT		.255	.107	.255	-.07	.58
	4=QLD		.163	.066	.206	-.04	.36
	6=WA		.029	.076	1.000	-.20	.26
	7=NSW		.077	.058	.887	-.10	.25
	8=NT		.231	.131	.643	-.17	.63
6=WA	1=VIC		.164	.068	.239	-.04	.37
	2=TAS		-.017	.102	1.000	-.33	.29
	3=ACT		.225	.110	.447	-.11	.56
	4=QLD		.134	.070	.539	-.08	.35
	5=SA		-.029	.076	1.000	-.26	.20
	7=NSW		.048	.062	.995	-.14	.24
	8=NT		.201	.133	.798	-.20	.60
7=NSW	1=VIC		.116	.046	.183	-.02	.26
	2=TAS		-.065	.089	.996	-.33	.20
	3=ACT		.178	.098	.605	-.12	.47

		4=QLD	.087	.049	.635	-.06	.23
		5=SA	-.077	.058	.887	-.25	.10
		6=WA	-.048	.062	.995	-.24	.14
		8=NT	.154	.123	.915	-.22	.53
	8=NT	1=VIC	-.037	.126	1.000	-.42	.34
		2=TAS	-.219	.147	.814	-.67	.23
		3=ACT	.024	.152	1.000	-.44	.49
		4=QLD	-.067	.127	1.000	-.45	.32
		5=SA	-.231	.131	.643	-.63	.17
		6=WA	-.201	.133	.798	-.60	.20
		7=NSW	-.154	.123	.915	-.53	.22
Responsibility for quality care	1=VIC	2=TAS	-.075	.116	.998	-.43	.28
		3=ACT	-.138	.127	.960	-.52	.25
		4=QLD	-.089	.070	.909	-.30	.12
		5=SA	-.247*	.080	.044	-.49	.00
		6=WA	-.165	.085	.524	-.42	.09
		7=NSW	-.076	.058	.890	-.25	.10
		8=NT	.050	.158	1.000	-.43	.53
	2=TAS	1=VIC	.075	.116	.998	-.28	.43
		3=ACT	-.063	.159	1.000	-.54	.42
		4=QLD	-.014	.118	1.000	-.37	.34
		5=SA	-.172	.124	.865	-.55	.21
		6=WA	-.090	.128	.997	-.48	.30
		7=NSW	-.001	.111	1.000	-.34	.34
		8=NT	.125	.184	.998	-.43	.68
	3=ACT	1=VIC	.138	.127	.960	-.25	.52
		2=TAS	.063	.159	1.000	-.42	.54
		4=QLD	.048	.129	1.000	-.34	.44
		5=SA	-.109	.134	.992	-.52	.30
		6=WA	-.028	.137	1.000	-.45	.39
		7=NSW	.061	.122	1.000	-.31	.43
		8=NT	.188	.191	.977	-.39	.77
	4=QLD	1=VIC	.089	.070	.909	-.12	.30
		2=TAS	.014	.118	1.000	-.34	.37
		3=ACT	-.048	.129	1.000	-.44	.34
		5=SA	-.157	.083	.548	-.41	.09
		6=WA	-.076	.088	.989	-.34	.19
		7=NSW	.013	.061	1.000	-.17	.20
		8=NT	.139	.159	.988	-.34	.62
	5=SA	1=VIC	.247*	.080	.044	.00	.49

			2=TAS	.172	.124	.865	-.21	.55
			3=ACT	.109	.134	.992	-.30	.52
			4=QLD	.157	.083	.548	-.09	.41
			6=WA	.081	.096	.990	-.21	.37
			7=NSW	.171	.072	.260	-.05	.39
			8=NT	.297	.163	.610	-.20	.79
	6=WA	1=VIC		.165	.085	.524	-.09	.42
		2=TAS		.090	.128	.997	-.30	.48
		3=ACT		.028	.137	1.000	-.39	.45
		4=QLD		.076	.088	.989	-.19	.34
		5=SA		-.081	.096	.990	-.37	.21
		7=NSW		.089	.078	.947	-.15	.33
		8=NT		.215	.166	.900	-.29	.72
	7=NSW	1=VIC		.076	.058	.890	-.10	.25
		2=TAS		.001	.111	1.000	-.34	.34
		3=ACT		-.061	.122	1.000	-.43	.31
		4=QLD		-.013	.061	1.000	-.20	.17
		5=SA		-.171	.072	.260	-.39	.05
		6=WA		-.089	.078	.947	-.33	.15
		8=NT		.126	.154	.992	-.34	.59
	8=NT	1=VIC		-.050	.158	1.000	-.53	.43
		2=TAS		-.125	.184	.998	-.68	.43
		3=ACT		-.188	.191	.977	-.77	.39
		4=QLD		-.139	.159	.988	-.62	.34
		5=SA		-.297	.163	.610	-.79	.20
		6=WA		-.215	.166	.900	-.72	.29
		7=NSW		-.126	.154	.992	-.59	.34
Clinical reasoning	1=VIC	2=TAS		-.100	.094	.963	-.38	.18
		3=ACT		-.098	.102	.981	-.41	.21
		4=QLD		-.133	.057	.271	-.30	.04
		5=SA		-.237 ⁺	.064	.006	-.43	-.04
		6=WA		-.124	.069	.614	-.33	.08
		7=NSW		.004	.046	1.000	-.14	.14
		8=NT		.056	.127	1.000	-.33	.44
	2=TAS	1=VIC		.100	.094	.963	-.18	.38
		3=ACT		.002	.128	1.000	-.39	.39
		4=QLD		-.033	.095	1.000	-.32	.26
		5=SA		-.137	.100	.872	-.44	.17
		6=WA		-.024	.103	1.000	-.34	.29
		7=NSW		.104	.089	.943	-.17	.38

	8=NT	.156	.148	.966	-.29	.61
3=ACT	1=VIC	.098	.102	.981	-.21	.41
	2=TAS	-.002	.128	1.000	-.39	.39
	4=QLD	-.035	.104	1.000	-.35	.28
	5=SA	-.139	.108	.904	-.47	.19
	6=WA	-.027	.111	1.000	-.36	.31
	7=NSW	.101	.098	.970	-.20	.40
	8=NT	.154	.154	.974	-.31	.62
4=QLD	1=VIC	.133	.057	.271	-.04	.30
	2=TAS	.033	.095	1.000	-.26	.32
	3=ACT	.035	.104	1.000	-.28	.35
	5=SA	-.104	.067	.771	-.31	.10
	6=WA	.008	.071	1.000	-.21	.22
	7=NSW	.136	.049	.104	-.01	.29
	8=NT	.189	.128	.820	-.20	.58
5=SA	1=VIC	.237*	.064	.006	.04	.43
	2=TAS	.137	.100	.872	-.17	.44
	3=ACT	.139	.108	.904	-.19	.47
	4=QLD	.104	.067	.771	-.10	.31
	6=WA	.113	.077	.829	-.12	.35
	7=NSW	.240*	.058	.001	.06	.42
	8=NT	.293	.132	.337	-.11	.69
6=WA	1=VIC	.124	.069	.614	-.08	.33
	2=TAS	.024	.103	1.000	-.29	.34
	3=ACT	.027	.111	1.000	-.31	.36
	4=QLD	-.008	.071	1.000	-.22	.21
	5=SA	-.113	.077	.829	-.35	.12
	7=NSW	.128	.063	.457	-.06	.32
	8=NT	.181	.134	.879	-.23	.59
7=NSW	1=VIC	-.004	.046	1.000	-.14	.14
	2=TAS	-.104	.089	.943	-.38	.17
	3=ACT	-.101	.098	.970	-.40	.20
	4=QLD	-.136	.049	.104	-.29	.01
	5=SA	-.240*	.058	.001	-.42	-.06
	6=WA	-.128	.063	.457	-.32	.06
	8=NT	.053	.124	1.000	-.32	.43
8=NT	1=VIC	-.056	.127	1.000	-.44	.33
	2=TAS	-.156	.148	.966	-.61	.29
	3=ACT	-.154	.154	.974	-.62	.31
	4=QLD	-.189	.128	.820	-.58	.20

		5=SA	-.293	.132	.337	-.69	.11
		6=WA	-.181	.134	.879	-.59	.23
		7=NSW	-.053	.124	1.000	-.43	.32
Oral and written communication	1=VIC	2=TAS	-.081	.098	.991	-.38	.22
		3=ACT	.013	.107	1.000	-.31	.34
		4=QLD	.001	.059	1.000	-.18	.18
		5=SA	-.028	.067	1.000	-.23	.18
		6=WA	-.224 [*]	.071	.038	-.44	-.01
		7=NSW	-.002	.048	1.000	-.15	.14
		8=NT	-.112	.132	.990	-.51	.29
	2=TAS	1=VIC	.081	.098	.991	-.22	.38
		3=ACT	.094	.133	.997	-.31	.50
		4=QLD	.083	.099	.991	-.22	.38
		5=SA	.054	.104	1.000	-.26	.37
		6=WA	-.142	.107	.887	-.47	.18
		7=NSW	.079	.093	.990	-.20	.36
		8=NT	-.031	.154	1.000	-.50	.44
	3=ACT	1=VIC	-.013	.107	1.000	-.34	.31
		2=TAS	-.094	.133	.997	-.50	.31
		4=QLD	-.011	.108	1.000	-.34	.32
		5=SA	-.040	.113	1.000	-.38	.30
		6=WA	-.236	.115	.450	-.59	.11
		7=NSW	-.015	.102	1.000	-.33	.30
		8=NT	-.125	.160	.994	-.61	.36
	4=QLD	1=VIC	-.001	.059	1.000	-.18	.18
		2=TAS	-.083	.099	.991	-.38	.22
		3=ACT	.011	.108	1.000	-.32	.34
		5=SA	-.029	.069	1.000	-.24	.18
		6=WA	-.225 [*]	.074	.047	-.45	.00
		7=NSW	-.004	.051	1.000	-.16	.15
		8=NT	-.114	.133	.990	-.52	.29
	5=SA	1=VIC	.028	.067	1.000	-.18	.23
		2=TAS	-.054	.104	1.000	-.37	.26
		3=ACT	.040	.113	1.000	-.30	.38
		4=QLD	.029	.069	1.000	-.18	.24
		6=WA	-.196	.080	.223	-.44	.05
		7=NSW	.026	.060	1.000	-.16	.21
		8=NT	-.085	.137	.999	-.50	.33
	6=WA	1=VIC	.224 [*]	.071	.038	.01	.44
		2=TAS	.142	.107	.887	-.18	.47

		3=ACT	.236	.115	.450	-.11	.59
		4=QLD	.225*	.074	.047	.00	.45
		5=SA	.196	.080	.223	-.05	.44
		7=NSW	.221*	.065	.017	.02	.42
		8=NT	.111	.139	.993	-.31	.53
	7=NSW	1=VIC	.002	.048	1.000	-.14	.15
		2=TAS	-.079	.093	.990	-.36	.20
		3=ACT	.015	.102	1.000	-.30	.33
		4=QLD	.004	.051	1.000	-.15	.16
		5=SA	-.026	.060	1.000	-.21	.16
		6=WA	-.221*	.065	.017	-.42	-.02
		8=NT	-.110	.129	.990	-.50	.28
	8=NT	1=VIC	.112	.132	.990	-.29	.51
		2=TAS	.031	.154	1.000	-.44	.50
		3=ACT	.125	.160	.994	-.36	.61
		4=QLD	.114	.133	.990	-.29	.52
		5=SA	.085	.137	.999	-.33	.50
		6=WA	-.111	.139	.993	-.53	.31
		7=NSW	.110	.129	.990	-.28	.50
Preventative healthcare	1=VIC	2=TAS	.456	.164	.100	-.04	.95
		3=ACT	-.111	.179	.999	-.65	.43
		4=QLD	.000	.099	1.000	-.30	.30
		5=SA	-.034	.113	1.000	-.38	.31
		6=WA	-.085	.120	.997	-.45	.28
		7=NSW	.011	.081	1.000	-.24	.26
		8=NT	.269	.222	.929	-.41	.94
	2=TAS	1=VIC	-.456	.164	.100	-.95	.04
		3=ACT	-.567	.223	.180	-1.25	.11
		4=QLD	-.456	.166	.111	-.96	.05
		5=SA	-.490	.175	.096	-1.02	.04
		6=WA	-.542	.180	.054	-1.09	.00
		7=NSW	-.445	.156	.085	-.92	.03
		8=NT	-.188	.259	.996	-.97	.60
	3=ACT	1=VIC	.111	.179	.999	-.43	.65
		2=TAS	.567	.223	.180	-.11	1.25
		4=QLD	.111	.181	.999	-.44	.66
		5=SA	.077	.189	1.000	-.50	.65
		6=WA	.026	.194	1.000	-.56	.61
		7=NSW	.122	.172	.997	-.40	.65
		8=NT	.380	.269	.852	-.44	1.20

	4=QLD	1=VIC	.000	.099	1.000	-.30	.30
		2=TAS	.456	.166	.111	-.05	.96
		3=ACT	-.111	.181	.999	-.66	.44
		5=SA	-.033	.116	1.000	-.39	.32
		6=WA	-.085	.123	.997	-.46	.29
		7=NSW	.011	.086	1.000	-.25	.27
		8=NT	.269	.224	.931	-.41	.95
	5=SA	1=VIC	.034	.113	1.000	-.31	.38
		2=TAS	.490	.175	.096	-.04	1.02
		3=ACT	-.077	.189	1.000	-.65	.50
		4=QLD	.033	.116	1.000	-.32	.39
		6=WA	-.052	.135	1.000	-.46	.36
		7=NSW	.045	.102	1.000	-.26	.35
		8=NT	.302	.230	.894	-.40	1.00
	6=WA	1=VIC	.085	.120	.997	-.28	.45
		2=TAS	.542	.180	.054	.00	1.09
		3=ACT	-.026	.194	1.000	-.61	.56
		4=QLD	.085	.123	.997	-.29	.46
		5=SA	.052	.135	1.000	-.36	.46
		7=NSW	.096	.110	.988	-.24	.43
		8=NT	.354	.234	.800	-.36	1.06
	7=NSW	1=VIC	-.011	.081	1.000	-.26	.24
		2=TAS	.445	.156	.085	-.03	.92
		3=ACT	-.122	.172	.997	-.65	.40
		4=QLD	-.011	.086	1.000	-.27	.25
		5=SA	-.045	.102	1.000	-.35	.26
		6=WA	-.096	.110	.988	-.43	.24
		8=NT	.258	.216	.935	-.40	.92
	8=NT	1=VIC	-.269	.222	.929	-.94	.41
		2=TAS	.188	.259	.996	-.60	.97
		3=ACT	-.380	.269	.852	-1.20	.44
		4=QLD	-.269	.224	.931	-.95	.41
		5=SA	-.302	.230	.894	-1.00	.40
		6=WA	-.354	.234	.800	-1.06	.36
		7=NSW	-.258	.216	.935	-.92	.40
Recognise limitations	1=VIC	2=TAS	.013	.108	1.000	-.31	.34
		3=ACT	-.204	.118	.664	-.56	.15
		4=QLD	.013	.065	1.000	-.18	.21
		5=SA	-.217	.074	.069	-.44	.01
		6=WA	-.133	.079	.693	-.37	.11

	7=NSW	-.030	.053	.999	-.19	.13
	8=NT	.138	.146	.982	-.31	.58
2=TAS	1=VIC	-.013	.108	1.000	-.34	.31
	3=ACT	-.216	.147	.821	-.66	.23
	4=QLD	.000	.109	1.000	-.33	.33
	5=SA	-.229	.115	.486	-.58	.12
	6=WA	-.146	.118	.921	-.50	.21
	7=NSW	-.042	.103	1.000	-.35	.27
	8=NT	.125	.170	.996	-.39	.64
3=ACT	1=VIC	.204	.118	.664	-.15	.56
	2=TAS	.216	.147	.821	-.23	.66
	4=QLD	.217	.119	.605	-.14	.58
	5=SA	-.013	.124	1.000	-.39	.36
	6=WA	.071	.127	.999	-.32	.46
	7=NSW	.174	.113	.784	-.17	.52
	8=NT	.341	.177	.528	-.20	.88
4=QLD	1=VIC	-.013	.065	1.000	-.21	.18
	2=TAS	.000	.109	1.000	-.33	.33
	3=ACT	-.217	.119	.605	-.58	.14
	5=SA	-.230	.076	.055	-.46	.00
	6=WA	-.146	.081	.618	-.39	.10
	7=NSW	-.042	.056	.995	-.21	.13
	8=NT	.125	.147	.990	-.32	.57
5=SA	1=VIC	.217	.074	.069	-.01	.44
	2=TAS	.229	.115	.486	-.12	.58
	3=ACT	.013	.124	1.000	-.36	.39
	4=QLD	.230	.076	.055	.00	.46
	6=WA	.083	.089	.982	-.19	.35
	7=NSW	.187	.067	.095	-.02	.39
	8=NT	.354	.151	.272	-.11	.81
6=WA	1=VIC	.133	.079	.693	-.11	.37
	2=TAS	.146	.118	.921	-.21	.50
	3=ACT	-.071	.127	.999	-.46	.32
	4=QLD	.146	.081	.618	-.10	.39
	5=SA	-.083	.089	.982	-.35	.19
	7=NSW	.104	.072	.838	-.12	.32
	8=NT	.271	.154	.645	-.20	.74
7=NSW	1=VIC	.030	.053	.999	-.13	.19
	2=TAS	.042	.103	1.000	-.27	.35
	3=ACT	-.174	.113	.784	-.52	.17

		4=QLD	.042	.056	.995	-.13	.21
		5=SA	-.187	.067	.095	-.39	.02
		6=WA	-.104	.072	.838	-.32	.12
		8=NT	.167	.142	.939	-.26	.60
	8=NT	1=VIC	-.138	.146	.982	-.58	.31
		2=TAS	-.125	.170	.996	-.64	.39
		3=ACT	-.341	.177	.528	-.88	.20
		4=QLD	-.125	.147	.990	-.57	.32
		5=SA	-.354	.151	.272	-.81	.11
		6=WA	-.271	.154	.645	-.74	.20
		7=NSW	-.167	.142	.939	-.60	.26
Extended scope	1=VIC	2=TAS	-.663 [*]	.174	.004	-1.19	-.13
		3=ACT	-.343	.190	.617	-.92	.23
		4=QLD	-.226	.105	.384	-.54	.09
		5=SA	-.301	.120	.191	-.66	.06
		6=WA	-.270	.128	.404	-.66	.12
		7=NSW	-.343 [*]	.086	.002	-.60	-.08
		8=NT	.369	.236	.771	-.35	1.08
	2=TAS	1=VIC	.663 [*]	.174	.004	.13	1.19
		3=ACT	.320	.237	.880	-.40	1.04
		4=QLD	.437	.177	.209	-.10	.97
		5=SA	.362	.186	.519	-.20	.93
		6=WA	.392	.191	.445	-.19	.97
		7=NSW	.319	.166	.536	-.19	.82
		8=NT	1.031 [*]	.275	.005	.20	1.87
	3=ACT	1=VIC	.343	.190	.617	-.23	.92
		2=TAS	-.320	.237	.880	-1.04	.40
		4=QLD	.117	.192	.999	-.47	.70
		5=SA	.042	.201	1.000	-.57	.65
		6=WA	.073	.206	1.000	-.55	.70
		7=NSW	.000	.183	1.000	-.56	.55
		8=NT	.712	.286	.200	-.16	1.58
	4=QLD	1=VIC	.226	.105	.384	-.09	.54
		2=TAS	-.437	.177	.209	-.97	.10
		3=ACT	-.117	.192	.999	-.70	.47
		5=SA	-.075	.124	.999	-.45	.30
		6=WA	-.044	.131	1.000	-.44	.35
		7=NSW	-.118	.091	.904	-.40	.16
		8=NT	.594	.238	.196	-.13	1.32
	5=SA	1=VIC	.301	.120	.191	-.06	.66

		2=TAS	-.362	.186	.519	-.93	.20
		3=ACT	-.042	.201	1.000	-.65	.57
		4=QLD	.075	.124	.999	-.30	.45
		6=WA	.031	.143	1.000	-.40	.47
		7=NSW	-.042	.108	1.000	-.37	.29
		8=NT	.670	.244	.112	-.07	1.41
6=WA	1=VIC		.270	.128	.404	-.12	.66
	2=TAS		-.392	.191	.445	-.97	.19
	3=ACT		-.073	.206	1.000	-.70	.55
	4=QLD		.044	.131	1.000	-.35	.44
	5=SA		-.031	.143	1.000	-.47	.40
	7=NSW		-.073	.117	.999	-.43	.28
	8=NT		.639	.248	.167	-.12	1.39
7=NSW	1=VIC		.343 [*]	.086	.002	.08	.60
	2=TAS		-.319	.166	.536	-.82	.19
	3=ACT		.000	.183	1.000	-.55	.56
	4=QLD		.118	.091	.904	-.16	.40
	5=SA		.042	.108	1.000	-.29	.37
	6=WA		.073	.117	.999	-.28	.43
	8=NT		.712 [*]	.230	.042	.01	1.41
8=NT	1=VIC		-.369	.236	.771	-1.08	.35
	2=TAS		-1.031 [*]	.275	.005	-1.87	-.20
	3=ACT		-.712	.286	.200	-1.58	.16
	4=QLD		-.594	.238	.196	-1.32	.13
	5=SA		-.670	.244	.112	-1.41	.07
	6=WA		-.639	.248	.167	-1.39	.12
	7=NSW		-.712 [*]	.230	.042	-1.41	-.01
Use reflection	1=VIC	2=TAS	.013	.101	1.000	-.29	.32
		3=ACT	-.103	.110	.983	-.44	.23
		4=QLD	.053	.061	.988	-.13	.24
		5=SA	-.131	.070	.560	-.34	.08
		6=WA	-.057	.074	.995	-.28	.17
		7=NSW	-.040	.050	.993	-.19	.11
		8=NT	.263	.137	.539	-.15	.68
	2=TAS	1=VIC	-.013	.101	1.000	-.32	.29
		3=ACT	-.115	.138	.991	-.53	.30
		4=QLD	.041	.103	1.000	-.27	.35
		5=SA	-.144	.108	.887	-.47	.18
		6=WA	-.069	.111	.999	-.41	.27
		7=NSW	-.053	.096	.999	-.35	.24

	8=NT	.250	.160	.772	-.24	.74
3=ACT	1=VIC	.103	.110	.983	-.23	.44
	2=TAS	.115	.138	.991	-.30	.53
	4=QLD	.156	.112	.859	-.18	.50
	5=SA	-.028	.117	1.000	-.38	.33
	6=WA	.046	.119	1.000	-.32	.41
	7=NSW	.063	.106	.999	-.26	.39
	8=NT	.365	.166	.351	-.14	.87
4=QLD	1=VIC	-.053	.061	.988	-.24	.13
	2=TAS	-.041	.103	1.000	-.35	.27
	3=ACT	-.156	.112	.859	-.50	.18
	5=SA	-.184	.072	.168	-.40	.03
	6=WA	-.110	.076	.835	-.34	.12
	7=NSW	-.093	.053	.647	-.25	.07
	8=NT	.209	.138	.799	-.21	.63
5=SA	1=VIC	.131	.070	.560	-.08	.34
	2=TAS	.144	.108	.887	-.18	.47
	3=ACT	.028	.117	1.000	-.33	.38
	4=QLD	.184	.072	.168	-.03	.40
	6=WA	.074	.083	.987	-.18	.33
	7=NSW	.091	.063	.832	-.10	.28
	8=NT	.394	.142	.103	-.04	.83
6=WA	1=VIC	.057	.074	.995	-.17	.28
	2=TAS	.069	.111	.999	-.27	.41
	3=ACT	-.046	.119	1.000	-.41	.32
	4=QLD	.110	.076	.835	-.12	.34
	5=SA	-.074	.083	.987	-.33	.18
	7=NSW	.017	.068	1.000	-.19	.22
	8=NT	.319	.144	.344	-.12	.76
7=NSW	1=VIC	.040	.050	.993	-.11	.19
	2=TAS	.053	.096	.999	-.24	.35
	3=ACT	-.063	.106	.999	-.39	.26
	4=QLD	.093	.053	.647	-.07	.25
	5=SA	-.091	.063	.832	-.28	.10
	6=WA	-.017	.068	1.000	-.22	.19
	8=NT	.303	.133	.313	-.10	.71
8=NT	1=VIC	-.263	.137	.539	-.68	.15
	2=TAS	-.250	.160	.772	-.74	.24

3=ACT	-.365	.166	.351	-.87	.14
4=QLD	-.209	.138	.799	-.63	.21
5=SA	-.394	.142	.103	-.83	.04
6=WA	-.319	.144	.344	-.76	.12
7=NSW	-.303	.133	.313	-.71	.10

*. The mean difference is significant at the 0.05 level.

Appendix H: Current Role (Section 3 – t-test Results)

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Non-judgemental	Equal variances assumed	47.848	.000	-2.624	827	.009	-.313	.119	-.547	-.079
	Equal variances not assumed			-4.580	23.547	.000	-.313	.068	-.454	-.172
Enquiry and research	Equal variances assumed	12.404	.000	-2.108	827	.035	-.280	.133	-.542	-.019
	Equal variances not assumed			-2.874	22.049	.009	-.280	.098	-.483	-.078
Respectful	Equal variances assumed	18.503	.000	-1.752	827	.080	-.194	.111	-.411	.023
	Equal variances not assumed			-2.415	22.099	.024	-.194	.080	-.360	-.027
Critical Thinking	Equal variances assumed	59.836	.000	-2.706	827	.007	-.280	.103	-.483	-.077

	Equal variances not assumed			-16.798	807.000	.000	-.280	.017	-.312	-.247
Trustworthy	Equal variances assumed	30.023	.000	-2.140	827	.033	-.179	.084	-.344	-.015
	Equal variances not assumed			-13.285	807.000	.000	-.179	.014	-.206	-.153
Literature and numerate	Equal variances assumed	.085	.770	-.106	827	.916	-.012	.113	-.233	.209
	Equal variances not assumed			-.094	20.814	.926	-.012	.127	-.277	.253
Accountability	Equal variances assumed	20.036	.000	-1.845	827	.065	-.201	.109	-.414	.013
	Equal variances not assumed			-2.953	22.920	.007	-.201	.068	-.341	-.060
Patients point of view	Equal variances assumed	2.164	.142	-1.104	827	.270	-.140	.127	-.389	.109
	Equal variances not assumed			-1.268	21.416	.218	-.140	.110	-.370	.089
Understand their role	Equal variances assumed	21.937	.000	-1.610	827	.108	-.173	.108	-.385	.038
	Equal variances not assumed			-1.938	21.565	.066	-.173	.089	-.359	.012
Evidence based practice	Equal variances assumed	1.937	.164	-.987	827	.324	-.144	.146	-.432	.143

	Equal variances not assumed			-1.277	21.831	.215	-.144	.113	-.379	.090
Responsible for actions	Equal variances assumed	35.065	.000	-2.222	827	.027	-.235	.106	-.442	-.027
	Equal variances not assumed			-4.640	25.389	.000	-.235	.051	-.339	-.131
Culturally sensitive	Equal variances assumed	.324	.569	-.849	827	.396	-.105	.124	-.349	.138
	Equal variances not assumed			-.810	20.952	.427	-.105	.130	-.376	.165
Think critically	Equal variances assumed	2.078	.150	-.658	827	.511	-.070	.107	-.279	.139
	Equal variances not assumed			-.724	21.293	.477	-.070	.097	-.271	.131
Counselling skills	Equal variances assumed	.054	.815	-1.888	827	.059	-.332	.176	-.677	.013
	Equal variances not assumed			-2.269	21.560	.034	-.332	.146	-.636	-.028
Adaptable	Equal variances assumed	11.637	.001	-1.251	827	.211	-.136	.108	-.348	.077
	Equal variances not assumed			-1.402	21.341	.175	-.136	.097	-.337	.065
Good listener	Equal variances assumed	3.544	.060	-1.217	827	.224	-.144	.118	-.376	.088

	Equal variances not assumed			-1.161	20.953	.259	-.144	.124	-.401	.114
Self-development	Equal variances assumed	5.159	.023	-1.637	827	.102	-.218	.133	-.479	.043
	Equal variances not assumed			-2.112	21.818	.046	-.218	.103	-.432	-.004
Interdisciplinary team	Equal variances assumed	.298	.585	-1.344	827	.179	-.177	.132	-.436	.082
	Equal variances not assumed			-1.359	21.078	.188	-.177	.130	-.448	.094
Communication ICT	Equal variances assumed	.078	.780	.113	827	.910	.014	.128	-.236	.265
	Equal variances not assumed			.113	21.054	.911	.014	.128	-.251	.280
Leadership and mentoring	Equal variances assumed	7.730	.006	-2.352	827	.019	-.342	.146	-.628	-.057
	Equal variances not assumed			-2.856	21.594	.009	-.342	.120	-.591	-.093
Accept guidance	Equal variances assumed	.087	.768	-.502	827	.616	-.057	.114	-.281	.167
	Equal variances not assumed			-.440	20.797	.664	-.057	.130	-.328	.213
Patients welfare	Equal variances assumed	5.408	.020	-1.558	827	.120	-.190	.122	-.430	.049

	Equal variances not assumed			-1.774	21.389	.090	-.190	.107	-.413	.032
Broader health system	Equal variances assumed	4.395	.036	-1.691	827	.091	-.210	.124	-.454	.034
	Equal variances not assumed			-1.958	21.440	.063	-.210	.107	-.433	.013
Value teamwork	Equal variances assumed	.716	.398	-.922	827	.357	-.104	.112	-.324	.117
	Equal variances not assumed			-.814	20.807	.425	-.104	.127	-.368	.161
Code of ethics	Equal variances assumed	14.865	.000	-1.510	827	.132	-.166	.110	-.382	.050
	Equal variances not assumed			-1.853	21.633	.078	-.166	.090	-.352	.020
Ethical and legal boundaries	Equal variances assumed	8.396	.004	-1.154	827	.249	-.119	.103	-.321	.083
	Equal variances not assumed			-1.331	21.430	.197	-.119	.089	-.304	.067
Caring and empathic	Equal variances assumed	27.927	.000	-2.130	827	.033	-.247	.116	-.475	-.019
	Equal variances not assumed			-2.546	21.542	.019	-.247	.097	-.449	-.046
Self-directed	Equal variances assumed	1.150	.284	-.960	827	.337	-.149	.155	-.453	.155

	Equal variances not assumed			-1.301	22.022	.207	-.149	.114	-.386	.088
Clinical competence	Equal variances assumed	2.034	.154	-.765	827	.445	-.070	.092	-.250	.110
	Equal variances not assumed			-.665	20.782	.514	-.070	.105	-.289	.149
High clinical status	Equal variances assumed	.002	.968	-.910	827	.363	-.174	.191	-.548	.201
	Equal variances not assumed			-.903	21.036	.377	-.174	.192	-.573	.226
Population based care	Equal variances assumed	9.090	.003	-.256	827	.798	-.045	.174	-.387	.298
	Equal variances not assumed			-.369	22.320	.716	-.045	.121	-.295	.206
Committed to discipline	Equal variances assumed	.021	.885	-1.441	827	.150	-.214	.149	-.507	.078
	Equal variances not assumed			-1.618	21.349	.120	-.214	.133	-.490	.061
Theoretical knowledge	Equal variances assumed	2.425	.120	-1.332	827	.183	-.165	.124	-.408	.078
	Equal variances not assumed			-1.494	21.344	.150	-.165	.110	-.394	.064
Continuous improvement	Equal variances assumed	1.255	.263	-2.890	827	.004	-.479	.166	-.804	-.154

	Equal variances not assumed			-3.717	21.806	.001	-.479	.129	-.746	-.211
Social responsibility	Equal variances assumed	.112	.737	-1.696	827	.090	-.278	.164	-.600	.044
	Equal variances not assumed			-1.701	21.059	.104	-.278	.164	-.618	.062
Learn to help others	Equal variances assumed	.125	.723	-.479	827	.632	-.062	.128	-.314	.191
	Equal variances not assumed			-.464	20.980	.648	-.062	.133	-.338	.215
Basic sciences	Equal variances assumed	.565	.452	-1.222	827	.222	-.179	.147	-.467	.109
	Equal variances not assumed			-1.570	21.802	.131	-.179	.114	-.416	.058
Respond to changes	Equal variances assumed	.044	.834	-.365	827	.715	-.050	.137	-.318	.219
	Equal variances not assumed			-.390	21.216	.700	-.050	.128	-.316	.216
Ongoing education	Equal variances assumed	1.357	.244	-1.090	827	.276	-.149	.137	-.419	.120
	Equal variances not assumed			-1.324	21.598	.199	-.149	.113	-.384	.085
Independent team member	Equal variances assumed	19.045	.000	-1.687	827	.092	-.181	.108	-.392	.030

	Equal variances not assumed			-2.264	21.980	.034	-.181	.080	-.348	-.015
Responsibility for quality care	Equal variances assumed	3.108	.078	-1.695	827	.091	-.225	.133	-.485	.036
	Equal variances not assumed			-2.091	21.651	.048	-.225	.108	-.448	-.002
Clinical reasoning	Equal variances assumed	7.478	.006	-.983	827	.326	-.107	.108	-.319	.106
	Equal variances not assumed			-1.040	21.187	.310	-.107	.102	-.320	.106
Oral and written communication	Equal variances assumed	.019	.889	.097	827	.923	.011	.112	-.209	.231
	Equal variances not assumed			.096	21.031	.925	.011	.113	-.224	.246
Preventative healthcare	Equal variances assumed	.077	.781	-2.044	827	.041	-.384	.188	-.753	-.015
	Equal variances not assumed			-2.319	21.378	.030	-.384	.166	-.728	-.040
Recognise limitations	Equal variances assumed	2.562	.110	-1.099	827	.272	-.136	.124	-.380	.107
	Equal variances not assumed			-1.236	21.352	.230	-.136	.110	-.366	.093
Extended scope	Equal variances assumed	.152	.697	-1.160	827	.247	-.234	.202	-.630	.162

	Equal variances not assumed			-1.189	21.111	.248	-.234	.197	-.643	.175
Use reflection	Equal variances assumed	.647	.421	-.380	827	.704	-.044	.116	-.272	.184
	Equal variances not assumed			-.394	21.134	.698	-.044	.112	-.277	.189

Appendix I: Length of Employment (Section 3 – Post Hoc Results)

Multiple Comparisons

Tukey HSD

Dependent Variable	(I) length in Current Role	(J) length in Current Role	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Non-judgemental	1-5 yrs Years	6-10 Years	.044	.049	.972	-.10	.19
		11-15 Years	-.050	.056	.974	-.22	.12
		16-20 Years	.018	.063	1.000	-.17	.20
		21-25 Years	-.089	.104	.979	-.40	.22
		26-30 Years	.007	.100	1.000	-.29	.30
		>30 Years	.122	.116	.941	-.22	.47
	6-10 Years	1-5 yrs Years	-.044	.049	.972	-.19	.10
		11-15 Years	-.094	.063	.754	-.28	.09
		16-20 Years	-.026	.070	1.000	-.23	.18
		21-25 Years	-.133	.108	.882	-.45	.19
		26-30 Years	-.038	.104	1.000	-.34	.27
		>30 Years	.078	.120	.995	-.28	.43
	11-15 Years	1-5 yrs Years	.050	.056	.974	-.12	.22
		6-10 Years	.094	.063	.754	-.09	.28
		16-20 Years	.068	.075	.971	-.15	.29

		21-25 Years	-.039	.112	1.000	-.37	.29
		26-30 Years	.057	.107	.998	-.26	.37
		>30 Years	.172	.123	.802	-.19	.54
	16-20 Years	1-5 yrs Years	-.018	.063	1.000	-.20	.17
		6-10 Years	.026	.070	1.000	-.18	.23
		11-15 Years	-.068	.075	.971	-.29	.15
		21-25 Years	-.107	.115	.968	-.45	.23
		26-30 Years	-.011	.111	1.000	-.34	.32
		>30 Years	.104	.126	.982	-.27	.48
	21-25 Years	1-5 yrs Years	.089	.104	.979	-.22	.40
		6-10 Years	.133	.108	.882	-.19	.45
		11-15 Years	.039	.112	1.000	-.29	.37
		16-20 Years	.107	.115	.968	-.23	.45
		26-30 Years	.096	.139	.993	-.31	.51
		>30 Years	.211	.151	.803	-.24	.66
	26-30 Years	1-5 yrs Years	-.007	.100	1.000	-.30	.29
		6-10 Years	.038	.104	1.000	-.27	.34
		11-15 Years	-.057	.107	.998	-.37	.26
		16-20 Years	.011	.111	1.000	-.32	.34
		21-25 Years	-.096	.139	.993	-.51	.31

		>30 Years	.115	.148	.987	-.32	.55
	>30 Years	1-5 yrs Years	-.122	.116	.941	-.47	.22
		6-10 Years	-.078	.120	.995	-.43	.28
		11-15 Years	-.172	.123	.802	-.54	.19
		16-20 Years	-.104	.126	.982	-.48	.27
		21-25 Years	-.211	.151	.803	-.66	.24
		26-30 Years	-.115	.148	.987	-.55	.32
Enquiry and research	1-5 yrs Years	6-10 Years	.126	.054	.227	-.03	.29
		11-15 Years	.006	.062	1.000	-.18	.19
		16-20 Years	.306 ⁺	.069	.000	.10	.51
		21-25 Years	.145	.115	.867	-.19	.48
		26-30 Years	.027	.109	1.000	-.30	.35
		>30 Years	.298	.128	.229	-.08	.68
	6-10 Years	1-5 yrs Years	-.126	.054	.227	-.29	.03
		11-15 Years	-.120	.070	.599	-.33	.09
		16-20 Years	.180	.077	.223	-.05	.41
		21-25 Years	.019	.119	1.000	-.33	.37
		26-30 Years	-.099	.114	.978	-.44	.24
		>30 Years	.172	.132	.850	-.22	.56
	11-15 Years	1-5 yrs Years	-.006	.062	1.000	-.19	.18

	6-10 Years	.120	.070	.599	-.09	.33
	16-20 Years	.300*	.082	.005	.06	.54
	21-25 Years	.139	.123	.918	-.22	.50
	26-30 Years	.022	.118	1.000	-.33	.37
	>30 Years	.292	.135	.318	-.11	.69
16-20 Years	1-5 yrs Years	-.306*	.069	.000	-.51	-.10
	6-10 Years	-.180	.077	.223	-.41	.05
	11-15 Years	-.300*	.082	.005	-.54	-.06
	21-25 Years	-.161	.127	.865	-.54	.21
	26-30 Years	-.279	.122	.255	-.64	.08
	>30 Years	-.008	.139	1.000	-.42	.40
21-25 Years	1-5 yrs Years	-.145	.115	.867	-.48	.19
	6-10 Years	-.019	.119	1.000	-.37	.33
	11-15 Years	-.139	.123	.918	-.50	.22
	16-20 Years	.161	.127	.865	-.21	.54
	26-30 Years	-.117	.152	.988	-.57	.33
	>30 Years	.153	.166	.969	-.34	.64
26-30 Years	1-5 yrs Years	-.027	.109	1.000	-.35	.30
	6-10 Years	.099	.114	.978	-.24	.44
	11-15 Years	-.022	.118	1.000	-.37	.33
	16-20 Years	.279	.122	.255	-.08	.64

		21-25 Years	.117	.152	.988	-.33	.57
		>30 Years	.270	.163	.641	-.21	.75
	>30 Years	1-5 yrs Years	-.298	.128	.229	-.68	.08
		6-10 Years	-.172	.132	.850	-.56	.22
		11-15 Years	-.292	.135	.318	-.69	.11
		16-20 Years	.008	.139	1.000	-.40	.42
		21-25 Years	-.153	.166	.969	-.64	.34
		26-30 Years	-.270	.163	.641	-.75	.21
Respectful	1-5 yrs Years	6-10 Years	.117	.045	.128	-.02	.25
		11-15 Years	.062	.052	.891	-.09	.21
		16-20 Years	.130	.058	.272	-.04	.30
		21-25 Years	-.184	.096	.469	-.47	.10
		26-30 Years	.057	.092	.996	-.21	.33
		>30 Years	.191	.107	.556	-.12	.51
	6-10 Years	1-5 yrs Years	-.117	.045	.128	-.25	.02
		11-15 Years	-.055	.058	.966	-.23	.12
		16-20 Years	.013	.064	1.000	-.18	.20
		21-25 Years	-.301*	.100	.041	-.60	-.01
		26-30 Years	-.061	.096	.996	-.34	.22
		>30 Years	.074	.110	.994	-.25	.40
	11-15 Years	1-5 yrs Years	-.062	.052	.891	-.21	.09

	6-10 Years	.055	.058	.966	-.12	.23
	16-20 Years	.068	.069	.957	-.14	.27
	21-25 Years	-.246	.103	.201	-.55	.06
	26-30 Years	-.006	.099	1.000	-.30	.29
	>30 Years	.129	.113	.916	-.21	.46
16-20 Years	1-5 yrs Years	-.130	.058	.272	-.30	.04
	6-10 Years	-.013	.064	1.000	-.20	.18
	11-15 Years	-.068	.069	.957	-.27	.14
	21-25 Years	-.314 [*]	.106	.049	-.63	.00
	26-30 Years	-.074	.102	.991	-.38	.23
	>30 Years	.061	.116	.999	-.28	.40
21-25 Years	1-5 yrs Years	.184	.096	.469	-.10	.47
	6-10 Years	.301 [*]	.100	.041	.01	.60
	11-15 Years	.246	.103	.201	-.06	.55
	16-20 Years	.314 [*]	.106	.049	.00	.63
	26-30 Years	.240	.128	.492	-.14	.62
	>30 Years	.375	.139	.100	-.04	.79
26-30 Years	1-5 yrs Years	-.057	.092	.996	-.33	.21
	6-10 Years	.061	.096	.996	-.22	.34
	11-15 Years	.006	.099	1.000	-.29	.30
	16-20 Years	.074	.102	.991	-.23	.38

			21-25 Years	-.240	.128	.492	-.62	.14
			>30 Years	.135	.136	.956	-.27	.54
	>30 Years	1-5 yrs Years		-.191	.107	.556	-.51	.12
		6-10 Years		-.074	.110	.994	-.40	.25
		11-15 Years		-.129	.113	.916	-.46	.21
		16-20 Years		-.061	.116	.999	-.40	.28
		21-25 Years		-.375	.139	.100	-.79	.04
		26-30 Years		-.135	.136	.956	-.54	.27
Critical Thinking	1-5 yrs Years	6-10 Years		-.025	.041	.996	-.15	.10
		11-15 Years		.006	.047	1.000	-.13	.14
		16-20 Years		.229 ⁺	.053	.000	.07	.39
		21-25 Years		.157	.087	.548	-.10	.42
		26-30 Years		.216	.084	.133	-.03	.46
		>30 Years		.517 ⁺	.097	.000	.23	.81
	6-10 Years	1-5 yrs Years		.025	.041	.996	-.10	.15
		11-15 Years		.031	.053	.997	-.13	.19
		16-20 Years		.254 ⁺	.058	.000	.08	.43
		21-25 Years		.183	.091	.409	-.09	.45
		26-30 Years		.241	.087	.084	-.02	.50
		>30 Years		.543 ⁺	.101	.000	.25	.84
	11-15 Years	1-5 yrs Years		-.006	.047	1.000	-.14	.13

	6-10 Years	-.031	.053	.997	-.19	.13
	16-20 Years	.223 [*]	.063	.007	.04	.41
	21-25 Years	.152	.094	.670	-.13	.43
	26-30 Years	.210	.090	.231	-.06	.48
	>30 Years	.511 [*]	.103	.000	.21	.82
16-20 Years	1-5 yrs Years	-.229 [*]	.053	.000	-.39	-.07
	6-10 Years	-.254 [*]	.058	.000	-.43	-.08
	11-15 Years	-.223 [*]	.063	.007	-.41	-.04
	21-25 Years	-.071	.097	.990	-.36	.21
	26-30 Years	-.013	.093	1.000	-.29	.26
	>30 Years	.289	.106	.094	-.02	.60
21-25 Years	1-5 yrs Years	-.157	.087	.548	-.42	.10
	6-10 Years	-.183	.091	.409	-.45	.09
	11-15 Years	-.152	.094	.670	-.43	.13
	16-20 Years	.071	.097	.990	-.21	.36
	26-30 Years	.058	.116	.999	-.29	.40
	>30 Years	.360	.127	.069	-.01	.73
26-30 Years	1-5 yrs Years	-.216	.084	.133	-.46	.03
	6-10 Years	-.241	.087	.084	-.50	.02
	11-15 Years	-.210	.090	.231	-.48	.06
	16-20 Years	.013	.093	1.000	-.26	.29

			21-25 Years	-.058	.116	.999	-.40	.29
			>30 Years	.302	.124	.187	-.07	.67
	>30 Years	1-5 yrs Years	1-5 yrs Years	-.517*	.097	.000	-.81	-.23
		6-10 Years	6-10 Years	-.543*	.101	.000	-.84	-.25
		11-15 Years	11-15 Years	-.511*	.103	.000	-.82	-.21
		16-20 Years	16-20 Years	-.289	.106	.094	-.60	.02
		21-25 Years	21-25 Years	-.360	.127	.069	-.73	.01
		26-30 Years	26-30 Years	-.302	.124	.187	-.67	.07
Trustworthy	1-5 yrs Years	6-10 Years	6-10 Years	.001	.034	1.000	-.10	.10
		11-15 Years	11-15 Years	.004	.039	1.000	-.11	.12
		16-20 Years	16-20 Years	.009	.044	1.000	-.12	.14
		21-25 Years	21-25 Years	.005	.073	1.000	-.21	.22
		26-30 Years	26-30 Years	.114	.070	.660	-.09	.32
		>30 Years	>30 Years	.007	.081	1.000	-.23	.25
	6-10 Years	1-5 yrs Years	1-5 yrs Years	-.001	.034	1.000	-.10	.10
		11-15 Years	11-15 Years	.002	.045	1.000	-.13	.13
		16-20 Years	16-20 Years	.007	.049	1.000	-.14	.15
		21-25 Years	21-25 Years	.004	.076	1.000	-.22	.23
		26-30 Years	26-30 Years	.113	.073	.716	-.10	.33
		>30 Years	>30 Years	.005	.084	1.000	-.24	.25
	11-15 Years	1-5 yrs Years	1-5 yrs Years	-.004	.039	1.000	-.12	.11

	6-10 Years	-.002	.045	1.000	-.13	.13
	16-20 Years	.005	.052	1.000	-.15	.16
	21-25 Years	.002	.078	1.000	-.23	.23
	26-30 Years	.111	.075	.764	-.11	.33
	>30 Years	.003	.086	1.000	-.25	.26
16-20 Years	1-5 yrs Years	-.009	.044	1.000	-.14	.12
	6-10 Years	-.007	.049	1.000	-.15	.14
	11-15 Years	-.005	.052	1.000	-.16	.15
	21-25 Years	-.003	.081	1.000	-.24	.24
	26-30 Years	.105	.078	.827	-.13	.34
	>30 Years	-.002	.089	1.000	-.26	.26
21-25 Years	1-5 yrs Years	-.005	.073	1.000	-.22	.21
	6-10 Years	-.004	.076	1.000	-.23	.22
	11-15 Years	-.002	.078	1.000	-.23	.23
	16-20 Years	.003	.081	1.000	-.24	.24
	26-30 Years	.109	.097	.923	-.18	.40
	>30 Years	.001	.106	1.000	-.31	.31
26-30 Years	1-5 yrs Years	-.114	.070	.660	-.32	.09
	6-10 Years	-.113	.073	.716	-.33	.10
	11-15 Years	-.111	.075	.764	-.33	.11
	16-20 Years	-.105	.078	.827	-.34	.13

			21-25 Years	-.109	.097	.923	-.40	.18
			>30 Years	-.107	.104	.946	-.41	.20
	>30 Years	1-5 yrs Years		-.007	.081	1.000	-.25	.23
		6-10 Years		-.005	.084	1.000	-.25	.24
		11-15 Years		-.003	.086	1.000	-.26	.25
		16-20 Years		.002	.089	1.000	-.26	.26
		21-25 Years		-.001	.106	1.000	-.31	.31
		26-30 Years		.107	.104	.946	-.20	.41
Literature and numerate	1-5 yrs Years	6-10 Years		.070	.046	.725	-.07	.21
		11-15 Years		.055	.052	.944	-.10	.21
		16-20 Years		.134	.059	.260	-.04	.31
		21-25 Years		-.123	.097	.869	-.41	.16
		26-30 Years		.205	.093	.292	-.07	.48
		>30 Years		.314	.108	.059	-.01	.63
	6-10 Years	1-5 yrs Years		-.070	.046	.725	-.21	.07
		11-15 Years		-.016	.059	1.000	-.19	.16
		16-20 Years		.063	.065	.959	-.13	.26
		21-25 Years		-.193	.101	.475	-.49	.11
		26-30 Years		.135	.097	.806	-.15	.42
		>30 Years		.244	.112	.308	-.09	.57
	11-15 Years	1-5 yrs Years		-.055	.052	.944	-.21	.10

	6-10 Years	.016	.059	1.000	-.16	.19
	16-20 Years	.079	.070	.918	-.13	.29
	21-25 Years	-.177	.104	.615	-.48	.13
	26-30 Years	.150	.100	.743	-.15	.45
	>30 Years	.259	.115	.264	-.08	.60
16-20 Years	1-5 yrs Years	-.134	.059	.260	-.31	.04
	6-10 Years	-.063	.065	.959	-.26	.13
	11-15 Years	-.079	.070	.918	-.29	.13
	21-25 Years	-.256	.108	.208	-.57	.06
	26-30 Years	.071	.104	.993	-.23	.38
	>30 Years	.180	.118	.727	-.17	.53
21-25 Years	1-5 yrs Years	.123	.097	.869	-.16	.41
	6-10 Years	.193	.101	.475	-.11	.49
	11-15 Years	.177	.104	.615	-.13	.48
	16-20 Years	.256	.108	.208	-.06	.57
	26-30 Years	.328	.129	.149	-.05	.71
	>30 Years	.436*	.141	.033	.02	.85
26-30 Years	1-5 yrs Years	-.205	.093	.292	-.48	.07
	6-10 Years	-.135	.097	.806	-.42	.15
	11-15 Years	-.150	.100	.743	-.45	.15
	16-20 Years	-.071	.104	.993	-.38	.23

		21-25 Years		-.328	.129	.149	-.71	.05
		>30 Years		.109	.138	.986	-.30	.52
	>30 Years	1-5 yrs Years		-.314	.108	.059	-.63	.01
		6-10 Years		-.244	.112	.308	-.57	.09
		11-15 Years		-.259	.115	.264	-.60	.08
		16-20 Years		-.180	.118	.727	-.53	.17
		21-25 Years		-.436 ⁺	.141	.033	-.85	-.02
		26-30 Years		-.109	.138	.986	-.52	.30
Accountability	1-5 yrs Years	6-10 Years		.151 ⁺	.044	.011	.02	.28
		11-15 Years		.090	.050	.559	-.06	.24
		16-20 Years		.209 ⁺	.057	.004	.04	.38
		21-25 Years		-.047	.093	.999	-.32	.23
		26-30 Years		-.032	.089	1.000	-.30	.23
		>30 Years		.172	.104	.648	-.14	.48
	6-10 Years	1-5 yrs Years		-.151 ⁺	.044	.011	-.28	-.02
		11-15 Years		-.062	.057	.932	-.23	.11
		16-20 Years		.058	.062	.969	-.13	.24
		21-25 Years		-.198	.097	.388	-.49	.09
		26-30 Years		-.183	.093	.435	-.46	.09
		>30 Years		.021	.107	1.000	-.30	.34
	11-15 Years	1-5 yrs Years		-.090	.050	.559	-.24	.06

	6-10 Years	.062	.057	.932	-.11	.23
	16-20 Years	.120	.067	.559	-.08	.32
	21-25 Years	-.137	.100	.821	-.43	.16
	26-30 Years	-.121	.096	.869	-.41	.16
	>30 Years	.082	.110	.989	-.24	.41
16-20 Years	1-5 yrs Years	-.209*	.057	.004	-.38	-.04
	6-10 Years	-.058	.062	.969	-.24	.13
	11-15 Years	-.120	.067	.559	-.32	.08
	21-25 Years	-.256	.103	.168	-.56	.05
	26-30 Years	-.241	.100	.191	-.54	.05
	>30 Years	-.037	.113	1.000	-.37	.30
21-25 Years	1-5 yrs Years	.047	.093	.999	-.23	.32
	6-10 Years	.198	.097	.388	-.09	.49
	11-15 Years	.137	.100	.821	-.16	.43
	16-20 Years	.256	.103	.168	-.05	.56
	26-30 Years	.015	.124	1.000	-.35	.38
	>30 Years	.219	.135	.671	-.18	.62
26-30 Years	1-5 yrs Years	.032	.089	1.000	-.23	.30
	6-10 Years	.183	.093	.435	-.09	.46
	11-15 Years	.121	.096	.869	-.16	.41
	16-20 Years	.241	.100	.191	-.05	.54

		21-25 Years		-.015	.124	1.000	-.38	.35
		>30 Years		.204	.132	.722	-.19	.60
	>30 Years	1-5 yrs Years		-.172	.104	.648	-.48	.14
		6-10 Years		-.021	.107	1.000	-.34	.30
		11-15 Years		-.082	.110	.989	-.41	.24
		16-20 Years		.037	.113	1.000	-.30	.37
		21-25 Years		-.219	.135	.671	-.62	.18
		26-30 Years		-.204	.132	.722	-.60	.19
Patients point of view	1-5 yrs Years	6-10 Years		.196 ⁺	.051	.003	.04	.35
		11-15 Years		.108	.059	.523	-.07	.28
		16-20 Years		-.093	.066	.794	-.29	.10
		21-25 Years		-.271	.109	.164	-.59	.05
		26-30 Years		-.072	.104	.993	-.38	.24
		>30 Years		.174	.121	.781	-.18	.53
	6-10 Years	1-5 yrs Years		-.196 ⁺	.051	.003	-.35	-.04
		11-15 Years		-.089	.066	.832	-.28	.11
		16-20 Years		-.290 ⁺	.073	.001	-.50	-.07
		21-25 Years		-.467 ⁺	.113	.001	-.80	-.13
		26-30 Years		-.268	.108	.171	-.59	.05
		>30 Years		-.022	.125	1.000	-.39	.35
	11-15 Years	1-5 yrs Years		-.108	.059	.523	-.28	.07

	6-10 Years	.089	.066	.832	-.11	.28
	16-20 Years	-.201	.078	.136	-.43	.03
	21-25 Years	-.378 ⁺	.117	.021	-.72	-.03
	26-30 Years	-.179	.112	.684	-.51	.15
	>30 Years	.067	.128	.999	-.31	.45
16-20 Years	1-5 yrs Years	.093	.066	.794	-.10	.29
	6-10 Years	.290 ⁺	.073	.001	.07	.50
	11-15 Years	.201	.078	.136	-.03	.43
	21-25 Years	-.178	.120	.759	-.53	.18
	26-30 Years	.022	.116	1.000	-.32	.36
	>30 Years	.268	.132	.396	-.12	.66
21-25 Years	1-5 yrs Years	.271	.109	.164	-.05	.59
	6-10 Years	.467 ⁺	.113	.001	.13	.80
	11-15 Years	.378 ⁺	.117	.021	.03	.72
	16-20 Years	.178	.120	.759	-.18	.53
	26-30 Years	.199	.145	.814	-.23	.63
	>30 Years	.445	.158	.072	-.02	.91
26-30 Years	1-5 yrs Years	.072	.104	.993	-.24	.38
	6-10 Years	.268	.108	.171	-.05	.59
	11-15 Years	.179	.112	.684	-.15	.51
	16-20 Years	-.022	.116	1.000	-.36	.32

		21-25 Years		-.199	.145	.814	-.63	.23
		>30 Years		.246	.154	.687	-.21	.70
	>30 Years	1-5 yrs Years		-.174	.121	.781	-.53	.18
		6-10 Years		.022	.125	1.000	-.35	.39
		11-15 Years		-.067	.128	.999	-.45	.31
		16-20 Years		-.268	.132	.396	-.66	.12
		21-25 Years		-.445	.158	.072	-.91	.02
		26-30 Years		-.246	.154	.687	-.70	.21
Understand their role	1-5 yrs Years	6-10 Years		.082	.044	.511	-.05	.21
		11-15 Years		.072	.050	.780	-.08	.22
		16-20 Years		.017	.057	1.000	-.15	.18
		21-25 Years		-.231	.093	.171	-.51	.05
		26-30 Years		-.022	.089	1.000	-.29	.24
		>30 Years		.101	.104	.961	-.21	.41
	6-10 Years	1-5 yrs Years		-.082	.044	.511	-.21	.05
		11-15 Years		-.009	.057	1.000	-.18	.16
		16-20 Years		-.064	.062	.948	-.25	.12
		21-25 Years		-.312*	.097	.023	-.60	-.03
		26-30 Years		-.103	.093	.925	-.38	.17
		>30 Years		.019	.107	1.000	-.30	.34
	11-15 Years	1-5 yrs Years		-.072	.050	.780	-.22	.08

	6-10 Years	.009	.057	1.000	-.16	.18
	16-20 Years	-.055	.067	.983	-.25	.14
	21-25 Years	-.303 ⁺	.100	.040	-.60	-.01
	26-30 Years	-.094	.096	.959	-.38	.19
	>30 Years	.028	.110	1.000	-.30	.35
16-20 Years	1-5 yrs Years	-.017	.057	1.000	-.18	.15
	6-10 Years	.064	.062	.948	-.12	.25
	11-15 Years	.055	.067	.983	-.14	.25
	21-25 Years	-.248	.103	.199	-.55	.06
	26-30 Years	-.039	.100	1.000	-.33	.26
	>30 Years	.083	.113	.990	-.25	.42
21-25 Years	1-5 yrs Years	.231	.093	.171	-.05	.51
	6-10 Years	.312 ⁺	.097	.023	.03	.60
	11-15 Years	.303 ⁺	.100	.040	.01	.60
	16-20 Years	.248	.103	.199	-.06	.55
	26-30 Years	.209	.124	.628	-.16	.58
	>30 Years	.331	.135	.180	-.07	.73
26-30 Years	1-5 yrs Years	.022	.089	1.000	-.24	.29
	6-10 Years	.103	.093	.925	-.17	.38
	11-15 Years	.094	.096	.959	-.19	.38
	16-20 Years	.039	.100	1.000	-.26	.33

		21-25 Years		-.209	.124	.628	-.58	.16
		>30 Years		.122	.132	.969	-.27	.51
	>30 Years	1-5 yrs Years		-.101	.104	.961	-.41	.21
		6-10 Years		-.019	.107	1.000	-.34	.30
		11-15 Years		-.028	.110	1.000	-.35	.30
		16-20 Years		-.083	.113	.990	-.42	.25
		21-25 Years		-.331	.135	.180	-.73	.07
		26-30 Years		-.122	.132	.969	-.51	.27
Evidence based practice	1-5 yrs Years	6-10 Years		.064	.058	.930	-.11	.24
		11-15 Years		.075	.067	.922	-.12	.27
		16-20 Years		.464 [*]	.075	.000	.24	.69
		21-25 Years		.392 [*]	.124	.027	.03	.76
		26-30 Years		.218	.118	.523	-.13	.57
		>30 Years		.269	.138	.448	-.14	.68
	6-10 Years	1-5 yrs Years		-.064	.058	.930	-.24	.11
		11-15 Years		.011	.075	1.000	-.21	.23
		16-20 Years		.400 [*]	.083	.000	.16	.65
		21-25 Years		.328	.129	.143	-.05	.71
		26-30 Years		.154	.124	.876	-.21	.52
		>30 Years		.205	.143	.779	-.22	.63
	11-15 Years	1-5 yrs Years		-.075	.067	.922	-.27	.12

	6-10 Years	-.011	.075	1.000	-.23	.21
	16-20 Years	.389*	.089	.000	.13	.65
	21-25 Years	.317	.133	.204	-.08	.71
	26-30 Years	.143	.128	.922	-.23	.52
	>30 Years	.194	.146	.838	-.24	.63
16-20 Years	1-5 yrs Years	-.464*	.075	.000	-.69	-.24
	6-10 Years	-.400*	.083	.000	-.65	-.16
	11-15 Years	-.389*	.089	.000	-.65	-.13
	21-25 Years	-.072	.137	.998	-.48	.33
	26-30 Years	-.247	.132	.504	-.64	.14
	>30 Years	-.195	.150	.853	-.64	.25
21-25 Years	1-5 yrs Years	-.392*	.124	.027	-.76	-.03
	6-10 Years	-.328	.129	.143	-.71	.05
	11-15 Years	-.317	.133	.204	-.71	.08
	16-20 Years	.072	.137	.998	-.33	.48
	26-30 Years	-.175	.165	.940	-.66	.31
	>30 Years	-.123	.180	.993	-.65	.41
26-30 Years	1-5 yrs Years	-.218	.118	.523	-.57	.13
	6-10 Years	-.154	.124	.876	-.52	.21
	11-15 Years	-.143	.128	.922	-.52	.23
	16-20 Years	.247	.132	.504	-.14	.64

		21-25 Years	.175	.165	.940	-.31	.66
		>30 Years	.052	.176	1.000	-.47	.57
	>30 Years	1-5 yrs Years	-.269	.138	.448	-.68	.14
		6-10 Years	-.205	.143	.779	-.63	.22
		11-15 Years	-.194	.146	.838	-.63	.24
		16-20 Years	.195	.150	.853	-.25	.64
		21-25 Years	.123	.180	.993	-.41	.65
		26-30 Years	-.052	.176	1.000	-.57	.47
Responsible for actions	1-5 yrs Years	6-10 Years	-.001	.043	1.000	-.13	.13
		11-15 Years	.058	.049	.899	-.09	.20
		16-20 Years	.098	.055	.562	-.06	.26
		21-25 Years	-.070	.091	.987	-.34	.20
		26-30 Years	.038	.087	.999	-.22	.29
		>30 Years	.366*	.101	.006	.07	.67
	6-10 Years	1-5 yrs Years	.001	.043	1.000	-.13	.13
		11-15 Years	.059	.055	.936	-.10	.22
		16-20 Years	.099	.061	.662	-.08	.28
		21-25 Years	-.069	.094	.991	-.35	.21
		26-30 Years	.040	.091	.999	-.23	.31
		>30 Years	.367*	.104	.008	.06	.68
	11-15 Years	1-5 yrs Years	-.058	.049	.899	-.20	.09

	6-10 Years	-.059	.055	.936	-.22	.10
	16-20 Years	.040	.065	.996	-.15	.23
	21-25 Years	-.128	.097	.843	-.42	.16
	26-30 Years	-.020	.094	1.000	-.30	.26
	>30 Years	.308	.107	.063	-.01	.62
16-20 Years	1-5 yrs Years	-.098	.055	.562	-.26	.06
	6-10 Years	-.099	.061	.662	-.28	.08
	11-15 Years	-.040	.065	.996	-.23	.15
	21-25 Years	-.168	.101	.634	-.47	.13
	26-30 Years	-.059	.097	.996	-.35	.23
	>30 Years	.268	.110	.185	-.06	.59
21-25 Years	1-5 yrs Years	.070	.091	.987	-.20	.34
	6-10 Years	.069	.094	.991	-.21	.35
	11-15 Years	.128	.097	.843	-.16	.42
	16-20 Years	.168	.101	.634	-.13	.47
	26-30 Years	.109	.121	.973	-.25	.47
	>30 Years	.436*	.132	.017	.05	.83
26-30 Years	1-5 yrs Years	-.038	.087	.999	-.29	.22
	6-10 Years	-.040	.091	.999	-.31	.23
	11-15 Years	.020	.094	1.000	-.26	.30
	16-20 Years	.059	.097	.996	-.23	.35

			21-25 Years	-.109	.121	.973	-.47	.25
			>30 Years	.327	.129	.146	-.05	.71
	>30 Years	1-5 yrs Years	6-10 Years	-.366 ⁺	.101	.006	-.67	-.07
			11-15 Years	-.367 ⁺	.104	.008	-.68	-.06
			16-20 Years	-.308	.107	.063	-.62	.01
			21-25 Years	-.268	.110	.185	-.59	.06
			26-30 Years	-.436 ⁺	.132	.017	-.83	-.05
			>30 Years	-.327	.129	.146	-.71	.05
Culturally sensitive	1-5 yrs Years	6-10 Years	11-15 Years	.191 ⁺	.050	.003	.04	.34
			16-20 Years	.124	.058	.324	-.05	.29
			21-25 Years	.068	.065	.943	-.12	.26
			26-30 Years	-.060	.107	.998	-.38	.26
			>30 Years	.002	.102	1.000	-.30	.30
				.378 ⁺	.119	.026	.03	.73
	6-10 Years	1-5 yrs Years	11-15 Years	-.191 ⁺	.050	.003	-.34	-.04
			16-20 Years	-.067	.065	.947	-.26	.13
			21-25 Years	-.123	.072	.604	-.33	.09
			26-30 Years	-.251	.111	.268	-.58	.08
			>30 Years	-.189	.107	.565	-.50	.13
				.187	.123	.732	-.18	.55
	11-15 Years	1-5 yrs Years		-.124	.058	.324	-.29	.05

	6-10 Years	.067	.065	.947	-.13	.26
	16-20 Years	-.056	.077	.991	-.28	.17
	21-25 Years	-.184	.115	.681	-.52	.16
	26-30 Years	-.122	.110	.925	-.45	.20
	>30 Years	.254	.126	.406	-.12	.63
16-20 Years	1-5 yrs Years	-.068	.065	.943	-.26	.12
	6-10 Years	.123	.072	.604	-.09	.33
	11-15 Years	.056	.077	.991	-.17	.28
	21-25 Years	-.128	.118	.934	-.48	.22
	26-30 Years	-.066	.114	.997	-.40	.27
	>30 Years	.310	.130	.203	-.07	.69
21-25 Years	1-5 yrs Years	.060	.107	.998	-.26	.38
	6-10 Years	.251	.111	.268	-.08	.58
	11-15 Years	.184	.115	.681	-.16	.52
	16-20 Years	.128	.118	.934	-.22	.48
	26-30 Years	.061	.142	1.000	-.36	.48
	>30 Years	.438	.155	.072	-.02	.90
26-30 Years	1-5 yrs Years	-.002	.102	1.000	-.30	.30
	6-10 Years	.189	.107	.565	-.13	.50
	11-15 Years	.122	.110	.925	-.20	.45
	16-20 Years	.066	.114	.997	-.27	.40

		21-25 Years		-.061	.142	1.000	-.48	.36
		>30 Years		.376	.152	.168	-.07	.82
	>30 Years	1-5 yrs Years		-.378 ⁺	.119	.026	-.73	-.03
		6-10 Years		-.187	.123	.732	-.55	.18
		11-15 Years		-.254	.126	.406	-.63	.12
		16-20 Years		-.310	.130	.203	-.69	.07
		21-25 Years		-.438	.155	.072	-.90	.02
		26-30 Years		-.376	.152	.168	-.82	.07
Think critically	1-5 yrs Years	6-10 Years		-.018	.043	1.000	-.14	.11
		11-15 Years		.123	.049	.151	-.02	.27
		16-20 Years		.197 ⁺	.055	.006	.03	.36
		21-25 Years		.102	.090	.920	-.17	.37
		26-30 Years		.320 ⁺	.086	.004	.06	.58
		>30 Years		.409 ⁺	.101	.001	.11	.71
	6-10 Years	1-5 yrs Years		.018	.043	1.000	-.11	.14
		11-15 Years		.141	.055	.139	-.02	.30
		16-20 Years		.215 ⁺	.061	.007	.04	.39
		21-25 Years		.120	.094	.863	-.16	.40
		26-30 Years		.338 ⁺	.090	.004	.07	.60
		>30 Years		.427 ⁺	.104	.001	.12	.74
	11-15 Years	1-5 yrs Years		-.123	.049	.151	-.27	.02

	6-10 Years	-.141	.055	.139	-.30	.02
	16-20 Years	.074	.065	.917	-.12	.27
	21-25 Years	-.021	.097	1.000	-.31	.27
	26-30 Years	.197	.093	.348	-.08	.47
	>30 Years	.286	.107	.104	-.03	.60
16-20 Years	1-5 yrs Years	-.197 [*]	.055	.006	-.36	-.03
	6-10 Years	-.215 [*]	.061	.007	-.39	-.04
	11-15 Years	-.074	.065	.917	-.27	.12
	21-25 Years	-.095	.100	.965	-.39	.20
	26-30 Years	.123	.097	.864	-.16	.41
	>30 Years	.213	.110	.455	-.11	.54
21-25 Years	1-5 yrs Years	-.102	.090	.920	-.37	.17
	6-10 Years	-.120	.094	.863	-.40	.16
	11-15 Years	.021	.097	1.000	-.27	.31
	16-20 Years	.095	.100	.965	-.20	.39
	26-30 Years	.218	.120	.543	-.14	.57
	>30 Years	.307	.131	.225	-.08	.70
26-30 Years	1-5 yrs Years	-.320 [*]	.086	.004	-.58	-.06
	6-10 Years	-.338 [*]	.090	.004	-.60	-.07
	11-15 Years	-.197	.093	.348	-.47	.08
	16-20 Years	-.123	.097	.864	-.41	.16

		21-25 Years		-.218	.120	.543	-.57	.14
		>30 Years		.090	.128	.993	-.29	.47
	>30 Years	1-5 yrs Years		-.409 [*]	.101	.001	-.71	-.11
		6-10 Years		-.427 [*]	.104	.001	-.74	-.12
		11-15 Years		-.286	.107	.104	-.60	.03
		16-20 Years		-.213	.110	.455	-.54	.11
		21-25 Years		-.307	.131	.225	-.70	.08
		26-30 Years		-.090	.128	.993	-.47	.29
Counselling skills	1-5 yrs Years	6-10 Years		.229 [*]	.072	.025	.02	.44
		11-15 Years		.076	.082	.968	-.17	.32
		16-20 Years		-.116	.092	.872	-.39	.16
		21-25 Years		.232	.152	.730	-.22	.68
		26-30 Years		.154	.146	.941	-.28	.58
		>30 Years		-.114	.170	.994	-.62	.39
	6-10 Years	1-5 yrs Years		-.229 [*]	.072	.025	-.44	-.02
		11-15 Years		-.152	.093	.656	-.43	.12
		16-20 Years		-.344 [*]	.102	.014	-.65	-.04
		21-25 Years		.004	.159	1.000	-.46	.47
		26-30 Years		-.075	.152	.999	-.52	.37
		>30 Years		-.342	.175	.446	-.86	.18
	11-15 Years	1-5 yrs Years		-.076	.082	.968	-.32	.17

	6-10 Years	.152	.093	.656	-.12	.43
	16-20 Years	-.192	.109	.579	-.52	.13
	21-25 Years	.156	.163	.963	-.33	.64
	26-30 Years	.077	.157	.999	-.39	.54
	>30 Years	-.190	.180	.940	-.72	.34
	16-20 Years	.116	.092	.872	-.16	.39
	6-10 Years	.344	.102	.014	.04	.65
	11-15 Years	.192	.109	.579	-.13	.52
	21-25 Years	.348	.169	.376	-.15	.85
	26-30 Years	.270	.163	.645	-.21	.75
	>30 Years	.002	.185	1.000	-.54	.55
	21-25 Years	-.232	.152	.730	-.68	.22
	6-10 Years	-.004	.159	1.000	-.47	.46
	11-15 Years	-.156	.163	.963	-.64	.33
	16-20 Years	-.348	.169	.376	-.85	.15
	26-30 Years	-.079	.203	1.000	-.68	.52
	>30 Years	-.346	.221	.704	-1.00	.31
	26-30 Years	-.154	.146	.941	-.58	.28
	6-10 Years	.075	.152	.999	-.37	.52
	11-15 Years	-.077	.157	.999	-.54	.39
	16-20 Years	-.270	.163	.645	-.75	.21

		21-25 Years	.079	.203	1.000	-.52	.68
		>30 Years	-.268	.216	.880	-.91	.37
	>30 Years	1-5 yrs Years	.114	.170	.994	-.39	.62
		6-10 Years	.342	.175	.446	-.18	.86
		11-15 Years	.190	.180	.940	-.34	.72
		16-20 Years	-.002	.185	1.000	-.55	.54
		21-25 Years	.346	.221	.704	-.31	1.00
		26-30 Years	.268	.216	.880	-.37	.91
Adaptable	1-5 yrs Years	6-10 Years	.144 [*]	.044	.017	.02	.27
		11-15 Years	.184 [*]	.050	.005	.04	.33
		16-20 Years	.190 [*]	.056	.013	.02	.36
		21-25 Years	.073	.093	.986	-.20	.35
		26-30 Years	.103	.089	.906	-.16	.37
		>30 Years	.381 [*]	.103	.005	.08	.69
	6-10 Years	1-5 yrs Years	-.144 [*]	.044	.017	-.27	-.02
		11-15 Years	.040	.056	.993	-.13	.21
		16-20 Years	.046	.062	.990	-.14	.23
		21-25 Years	-.071	.096	.990	-.36	.21
		26-30 Years	-.041	.092	.999	-.31	.23
		>30 Years	.236	.107	.287	-.08	.55
	11-15 Years	1-5 yrs Years	-.184 [*]	.050	.005	-.33	-.04

	6-10 Years	-.040	.056	.993	-.21	.13
	16-20 Years	.006	.067	1.000	-.19	.20
	21-25 Years	-.110	.099	.925	-.40	.18
	26-30 Years	-.080	.096	.981	-.36	.20
	>30 Years	.197	.109	.548	-.13	.52
16-20 Years	1-5 yrs Years	-.190*	.056	.013	-.36	-.02
	6-10 Years	-.046	.062	.990	-.23	.14
	11-15 Years	-.006	.067	1.000	-.20	.19
	21-25 Years	-.117	.103	.917	-.42	.19
	26-30 Years	-.087	.099	.976	-.38	.21
	>30 Years	.191	.112	.618	-.14	.52
21-25 Years	1-5 yrs Years	-.073	.093	.986	-.35	.20
	6-10 Years	.071	.096	.990	-.21	.36
	11-15 Years	.110	.099	.925	-.18	.40
	16-20 Years	.117	.103	.917	-.19	.42
	26-30 Years	.030	.123	1.000	-.33	.39
	>30 Years	.307	.134	.251	-.09	.70
26-30 Years	1-5 yrs Years	-.103	.089	.906	-.37	.16
	6-10 Years	.041	.092	.999	-.23	.31
	11-15 Years	.080	.096	.981	-.20	.36
	16-20 Years	.087	.099	.976	-.21	.38

			21-25 Years	-.030	.123	1.000	-.39	.33
			>30 Years	.277	.132	.350	-.11	.67
	>30 Years	1-5 yrs Years		-.381 ⁺	.103	.005	-.69	-.08
		6-10 Years		-.236	.107	.287	-.55	.08
		11-15 Years		-.197	.109	.548	-.52	.13
		16-20 Years		-.191	.112	.618	-.52	.14
		21-25 Years		-.307	.134	.251	-.70	.09
		26-30 Years		-.277	.132	.350	-.67	.11
Good listener	1-5 yrs Years	6-10 Years		.231 ⁺	.048	.000	.09	.37
		11-15 Years		.056	.055	.947	-.11	.22
		16-20 Years		.076	.061	.883	-.11	.26
		21-25 Years		.313 ⁺	.102	.034	.01	.61
		26-30 Years		.033	.097	1.000	-.25	.32
		>30 Years		.049	.113	.999	-.29	.38
	6-10 Years	1-5 yrs Years		-.231 ⁺	.048	.000	-.37	-.09
		11-15 Years		-.175	.062	.072	-.36	.01
		16-20 Years		-.155	.068	.251	-.36	.05
		21-25 Years		.082	.106	.987	-.23	.39
		26-30 Years		-.198	.101	.444	-.50	.10
		>30 Years		-.182	.117	.711	-.53	.16
	11-15 Years	1-5 yrs Years		-.056	.055	.947	-.22	.11

	6-10 Years	.175	.062	.072	-.01	.36
	16-20 Years	.019	.073	1.000	-.20	.23
	21-25 Years	.257	.109	.217	-.06	.58
	26-30 Years	-.023	.105	1.000	-.33	.29
	>30 Years	-.007	.120	1.000	-.36	.35
16-20 Years	1-5 yrs Years	-.076	.061	.883	-.26	.11
	6-10 Years	.155	.068	.251	-.05	.36
	11-15 Years	-.019	.073	1.000	-.23	.20
	21-25 Years	.238	.112	.346	-.09	.57
	26-30 Years	-.043	.108	1.000	-.36	.28
	>30 Years	-.026	.123	1.000	-.39	.34
21-25 Years	1-5 yrs Years	-.313*	.102	.034	-.61	-.01
	6-10 Years	-.082	.106	.987	-.39	.23
	11-15 Years	-.257	.109	.217	-.58	.06
	16-20 Years	-.238	.112	.346	-.57	.09
	26-30 Years	-.280	.135	.370	-.68	.12
	>30 Years	-.264	.147	.554	-.70	.17
26-30 Years	1-5 yrs Years	-.033	.097	1.000	-.32	.25
	6-10 Years	.198	.101	.444	-.10	.50
	11-15 Years	.023	.105	1.000	-.29	.33
	16-20 Years	.043	.108	1.000	-.28	.36

		21-25 Years	.280	.135	.370	-.12	.68
		>30 Years	.016	.144	1.000	-.41	.44
	>30 Years	1-5 yrs Years	-.049	.113	.999	-.38	.29
		6-10 Years	.182	.117	.711	-.16	.53
		11-15 Years	.007	.120	1.000	-.35	.36
		16-20 Years	.026	.123	1.000	-.34	.39
		21-25 Years	.264	.147	.554	-.17	.70
		26-30 Years	-.016	.144	1.000	-.44	.41
Self-development	1-5 yrs Years	6-10 Years	.222 ⁺	.054	.001	.06	.38
		11-15 Years	.188 ⁺	.061	.037	.01	.37
		16-20 Years	.209 ⁺	.069	.040	.01	.41
		21-25 Years	.385 ⁺	.114	.013	.05	.72
		26-30 Years	.158	.109	.774	-.16	.48
		>30 Years	.148	.127	.906	-.23	.52
	6-10 Years	1-5 yrs Years	-.222 ⁺	.054	.001	-.38	-.06
		11-15 Years	-.035	.069	.999	-.24	.17
		16-20 Years	-.013	.076	1.000	-.24	.21
		21-25 Years	.163	.118	.814	-.19	.51
		26-30 Years	-.064	.114	.998	-.40	.27
		>30 Years	-.074	.131	.998	-.46	.31
	11-15 Years	1-5 yrs Years	-.188 ⁺	.061	.037	-.37	-.01

	6-10 Years	.035	.069	.999	-.17	.24
	16-20 Years	.021	.082	1.000	-.22	.26
	21-25 Years	.198	.122	.670	-.16	.56
	26-30 Years	-.030	.117	1.000	-.38	.32
	>30 Years	-.039	.134	1.000	-.44	.36
16-20 Years	1-5 yrs Years	-.209 ⁺	.069	.040	-.41	-.01
	6-10 Years	.013	.076	1.000	-.21	.24
	11-15 Years	-.021	.082	1.000	-.26	.22
	21-25 Years	.176	.126	.803	-.20	.55
	26-30 Years	-.051	.122	1.000	-.41	.31
	>30 Years	-.061	.138	.999	-.47	.35
21-25 Years	1-5 yrs Years	-.385 ⁺	.114	.013	-.72	-.05
	6-10 Years	-.163	.118	.814	-.51	.19
	11-15 Years	-.198	.122	.670	-.56	.16
	16-20 Years	-.176	.126	.803	-.55	.20
	26-30 Years	-.227	.152	.745	-.68	.22
	>30 Years	-.237	.165	.783	-.72	.25
26-30 Years	1-5 yrs Years	-.158	.109	.774	-.48	.16
	6-10 Years	.064	.114	.998	-.27	.40
	11-15 Years	.030	.117	1.000	-.32	.38
	16-20 Years	.051	.122	1.000	-.31	.41

		21-25 Years	.227	.152	.745	-.22	.68
		>30 Years	-.010	.162	1.000	-.49	.47
	>30 Years	1-5 yrs Years	-.148	.127	.906	-.52	.23
		6-10 Years	.074	.131	.998	-.31	.46
		11-15 Years	.039	.134	1.000	-.36	.44
		16-20 Years	.061	.138	.999	-.35	.47
		21-25 Years	.237	.165	.783	-.25	.72
		26-30 Years	.010	.162	1.000	-.47	.49
Interdisciplinary team	1-5 yrs Years	6-10 Years	.182 [*]	.053	.012	.02	.34
		11-15 Years	.034	.061	.998	-.15	.21
		16-20 Years	.014	.068	1.000	-.19	.22
		21-25 Years	.427 [*]	.113	.003	.09	.76
		26-30 Years	.280	.108	.129	-.04	.60
		>30 Years	.182	.126	.776	-.19	.55
	6-10 Years	1-5 yrs Years	-.182 [*]	.053	.012	-.34	-.02
		11-15 Years	-.148	.069	.327	-.35	.06
		16-20 Years	-.168	.076	.283	-.39	.06
		21-25 Years	.245	.117	.363	-.10	.59
		26-30 Years	.098	.113	.976	-.23	.43
		>30 Years	.000	.130	1.000	-.38	.38
	11-15 Years	1-5 yrs Years	-.034	.061	.998	-.21	.15

	6-10 Years	.148	.069	.327	-.06	.35
	16-20 Years	-.021	.081	1.000	-.26	.22
	21-25 Years	.392 ⁺	.121	.021	.03	.75
	26-30 Years	.246	.116	.346	-.10	.59
	>30 Years	.148	.133	.925	-.25	.54
16-20 Years	1-5 yrs Years	-.014	.068	1.000	-.22	.19
	6-10 Years	.168	.076	.283	-.06	.39
	11-15 Years	.021	.081	1.000	-.22	.26
—	21-25 Years	.413 ⁺	.125	.017	.04	.78
	26-30 Years	.266	.121	.291	-.09	.62
	>30 Years	.169	.137	.882	-.24	.57
21-25 Years	1-5 yrs Years	-.427 ⁺	.113	.003	-.76	-.09
	6-10 Years	-.245	.117	.363	-.59	.10
	11-15 Years	-.392 ⁺	.121	.021	-.75	-.03
—	16-20 Years	-.413 ⁺	.125	.017	-.78	-.04
	26-30 Years	-.147	.150	.959	-.59	.30
	>30 Years	-.244	.164	.750	-.73	.24
26-30 Years	1-5 yrs Years	-.280	.108	.129	-.60	.04
	6-10 Years	-.098	.113	.976	-.43	.23
—	11-15 Years	-.246	.116	.346	-.59	.10
	16-20 Years	-.266	.121	.291	-.62	.09

		21-25 Years	.147	.150	.959	-.30	.59
		>30 Years	-.098	.160	.997	-.57	.38
	>30 Years	1-5 yrs Years	-.182	.126	.776	-.55	.19
		6-10 Years	.000	.130	1.000	-.38	.38
		11-15 Years	-.148	.133	.925	-.54	.25
		16-20 Years	-.169	.137	.882	-.57	.24
		21-25 Years	.244	.164	.750	-.24	.73
		26-30 Years	.098	.160	.997	-.38	.57
Communication ICT	1-5 yrs Years	6-10 Years	.215 ⁺	.052	.001	.06	.37
		11-15 Years	.054	.059	.971	-.12	.23
		16-20 Years	.153	.067	.248	-.04	.35
		21-25 Years	-.089	.111	.984	-.42	.24
		26-30 Years	.209	.106	.426	-.10	.52
		>30 Years	.080	.123	.995	-.28	.44
	6-10 Years	1-5 yrs Years	-.215 ⁺	.052	.001	-.37	-.06
		11-15 Years	-.161	.067	.206	-.36	.04
		16-20 Years	-.061	.074	.982	-.28	.16
		21-25 Years	-.304	.115	.114	-.64	.04
		26-30 Years	-.005	.110	1.000	-.33	.32
		>30 Years	-.134	.127	.940	-.51	.24
	11-15 Years	1-5 yrs Years	-.054	.059	.971	-.23	.12

	6-10 Years	.161	.067	.206	-.04	.36
	16-20 Years	.099	.079	.874	-.14	.33
	21-25 Years	-.143	.118	.891	-.49	.21
	26-30 Years	.155	.114	.821	-.18	.49
	>30 Years	.026	.130	1.000	-.36	.41
	16-20 Years	-.153	.067	.248	-.35	.04
	6-10 Years	.061	.074	.982	-.16	.28
—	11-15 Years	-.099	.079	.874	-.33	.14
	21-25 Years	-.243	.122	.427	-.60	.12
	26-30 Years	.056	.118	.999	-.29	.40
	>30 Years	-.073	.134	.998	-.47	.32
	21-25 Years	.089	.111	.984	-.24	.42
—	6-10 Years	.304	.115	.114	-.04	.64
	11-15 Years	.143	.118	.891	-.21	.49
	16-20 Years	.243	.122	.427	-.12	.60
	26-30 Years	.298	.147	.397	-.14	.73
	>30 Years	.169	.160	.940	-.30	.64
26-30 Years	1-5 yrs Years	-.209	.106	.426	-.52	.10
	6-10 Years	.005	.110	1.000	-.32	.33
	11-15 Years	-.155	.114	.821	-.49	.18
	16-20 Years	-.056	.118	.999	-.40	.29

		21-25 Years		-.298	.147	.397	-.73	.14
		>30 Years		-.129	.157	.983	-.59	.33
	>30 Years	1-5 yrs Years		-.080	.123	.995	-.44	.28
		6-10 Years		.134	.127	.940	-.24	.51
		11-15 Years		-.026	.130	1.000	-.41	.36
		16-20 Years		.073	.134	.998	-.32	.47
		21-25 Years		-.169	.160	.940	-.64	.30
		26-30 Years		.129	.157	.983	-.33	.59
Leadership and mentoring	1-5 yrs Years	6-10 Years		.239 [*]	.059	.001	.06	.41
		11-15 Years		.170	.067	.152	-.03	.37
		16-20 Years		.036	.076	.999	-.19	.26
		21-25 Years		.037	.125	1.000	-.33	.41
		26-30 Years		.082	.120	.993	-.27	.44
		>30 Years		.389	.140	.079	-.02	.80
	6-10 Years	1-5 yrs Years		-.239 [*]	.059	.001	-.41	-.06
		11-15 Years		-.069	.076	.972	-.29	.16
		16-20 Years		-.203	.084	.192	-.45	.04
		21-25 Years		-.202	.130	.714	-.59	.18
		26-30 Years		-.157	.125	.872	-.53	.21
		>30 Years		.150	.144	.943	-.28	.58
	11-15 Years	1-5 yrs Years		-.170	.067	.152	-.37	.03

	6-10 Years	.069	.076	.972	-.16	.29
	16-20 Years	-.134	.090	.751	-.40	.13
	21-25 Years	-.133	.134	.956	-.53	.26
	26-30 Years	-.088	.129	.994	-.47	.29
	>30 Years	.219	.148	.754	-.22	.66
16-20 Years	1-5 yrs Years	-.036	.076	.999	-.26	.19
	6-10 Years	.203	.084	.192	-.04	.45
	11-15 Years	.134	.090	.751	-.13	.40
	21-25 Years	.001	.139	1.000	-.41	.41
	26-30 Years	.046	.134	1.000	-.35	.44
21-25 Years	>30 Years	.353	.152	.232	-.10	.80
	1-5 yrs Years	-.037	.125	1.000	-.41	.33
	6-10 Years	.202	.130	.714	-.18	.59
	11-15 Years	.133	.134	.956	-.26	.53
	16-20 Years	-.001	.139	1.000	-.41	.41
26-30 Years	26-30 Years	.045	.167	1.000	-.45	.54
	>30 Years	.352	.181	.453	-.18	.89
	1-5 yrs Years	-.082	.120	.993	-.44	.27
	6-10 Years	.157	.125	.872	-.21	.53
	11-15 Years	.088	.129	.994	-.29	.47
	16-20 Years	-.046	.134	1.000	-.44	.35

		21-25 Years		-.045	.167	1.000	-.54	.45
		>30 Years		.307	.178	.597	-.22	.83
	>30 Years	1-5 yrs Years		-.389	.140	.079	-.80	.02
		6-10 Years		-.150	.144	.943	-.58	.28
		11-15 Years		-.219	.148	.754	-.66	.22
		16-20 Years		-.353	.152	.232	-.80	.10
		21-25 Years		-.352	.181	.453	-.89	.18
		26-30 Years		-.307	.178	.597	-.83	.22
Accept guidance	1-5 yrs Years	6-10 Years		.137 [*]	.046	.050	.00	.27
		11-15 Years		.109	.053	.383	-.05	.27
		16-20 Years		.099	.060	.646	-.08	.27
		21-25 Years		.085	.098	.977	-.21	.38
		26-30 Years		.262	.094	.079	-.02	.54
		>30 Years		.246	.110	.275	-.08	.57
	6-10 Years	1-5 yrs Years		-.137 [*]	.046	.050	-.27	.00
		11-15 Years		-.028	.060	.999	-.21	.15
		16-20 Years		-.038	.066	.997	-.23	.16
		21-25 Years		-.052	.102	.999	-.35	.25
		26-30 Years		.125	.098	.864	-.16	.41
		>30 Years		.109	.113	.962	-.23	.44
	11-15 Years	1-5 yrs Years		-.109	.053	.383	-.27	.05

	6-10 Years	.028	.060	.999	-.15	.21
	16-20 Years	-.010	.071	1.000	-.22	.20
	21-25 Years	-.023	.105	1.000	-.34	.29
	26-30 Years	.153	.101	.737	-.15	.45
	>30 Years	.137	.116	.901	-.21	.48
16-20 Years	1-5 yrs Years	-.099	.060	.646	-.27	.08
	6-10 Years	.038	.066	.997	-.16	.23
	11-15 Years	.010	.071	1.000	-.20	.22
	21-25 Years	-.013	.109	1.000	-.34	.31
	26-30 Years	.163	.105	.710	-.15	.47
	>30 Years	.147	.119	.881	-.21	.50
21-25 Years	1-5 yrs Years	-.085	.098	.977	-.38	.21
	6-10 Years	.052	.102	.999	-.25	.35
	11-15 Years	.023	.105	1.000	-.29	.34
	16-20 Years	.013	.109	1.000	-.31	.34
	26-30 Years	.177	.131	.828	-.21	.56
	>30 Years	.160	.143	.921	-.26	.58
26-30 Years	1-5 yrs Years	-.262	.094	.079	-.54	.02
	6-10 Years	-.125	.098	.864	-.41	.16
	11-15 Years	-.153	.101	.737	-.45	.15
	16-20 Years	-.163	.105	.710	-.47	.15

		21-25 Years		-.177	.131	.828	-.56	.21
		>30 Years		-.016	.140	1.000	-.43	.40
	>30 Years	1-5 yrs Years		-.246	.110	.275	-.57	.08
		6-10 Years		-.109	.113	.962	-.44	.23
		11-15 Years		-.137	.116	.901	-.48	.21
		16-20 Years		-.147	.119	.881	-.50	.21
		21-25 Years		-.160	.143	.921	-.58	.26
		26-30 Years		.016	.140	1.000	-.40	.43
Patients welfare	1-5 yrs Years	6-10 Years		.182 ⁺	.050	.005	.03	.33
		11-15 Years		-.015	.057	1.000	-.18	.15
		16-20 Years		.036	.064	.998	-.15	.23
		21-25 Years		.082	.106	.988	-.23	.39
		26-30 Years		.093	.101	.970	-.21	.39
		>30 Years		.095	.118	.984	-.25	.44
	6-10 Years	1-5 yrs Years		-.182 ⁺	.050	.005	-.33	-.03
		11-15 Years		-.196 ⁺	.064	.038	-.39	-.01
		16-20 Years		-.146	.071	.376	-.36	.06
		21-25 Years		-.100	.110	.971	-.43	.23
		26-30 Years		-.089	.106	.980	-.40	.22
		>30 Years		-.086	.122	.992	-.45	.27
	11-15 Years	1-5 yrs Years		.015	.057	1.000	-.15	.18

	6-10 Years	.196*	.064	.038	.01	.39
	16-20 Years	.050	.076	.995	-.17	.27
	21-25 Years	.096	.114	.980	-.24	.43
	26-30 Years	.107	.109	.958	-.22	.43
	>30 Years	.110	.125	.976	-.26	.48
16-20 Years	1-5 yrs Years	-.036	.064	.998	-.23	.15
	6-10 Years	.146	.071	.376	-.06	.36
	11-15 Years	-.050	.076	.995	-.27	.17
	21-25 Years	.046	.117	1.000	-.30	.39
	26-30 Years	.057	.113	.999	-.28	.39
	>30 Years	.060	.128	.999	-.32	.44
21-25 Years	1-5 yrs Years	-.082	.106	.988	-.39	.23
	6-10 Years	.100	.110	.971	-.23	.43
	11-15 Years	-.096	.114	.980	-.43	.24
	16-20 Years	-.046	.117	1.000	-.39	.30
	26-30 Years	.011	.141	1.000	-.41	.43
	>30 Years	.013	.154	1.000	-.44	.47
26-30 Years	1-5 yrs Years	-.093	.101	.970	-.39	.21
	6-10 Years	.089	.106	.980	-.22	.40
	11-15 Years	-.107	.109	.958	-.43	.22
	16-20 Years	-.057	.113	.999	-.39	.28

			21-25 Years	-.011	.141	1.000	-.43	.41
			>30 Years	.003	.150	1.000	-.44	.45
	>30 Years	—	1-5 yrs Years	-.095	.118	.984	-.44	.25
			6-10 Years	.086	.122	.992	-.27	.45
			11-15 Years	-.110	.125	.976	-.48	.26
			16-20 Years	-.060	.128	.999	-.44	.32
			21-25 Years	-.013	.154	1.000	-.47	.44
			26-30 Years	-.003	.150	1.000	-.45	.44
Broader health system	1-5 yrs Years	—	6-10 Years	.068	.050	.825	-.08	.22
			11-15 Years	.068	.058	.904	-.10	.24
			16-20 Years	-.021	.065	1.000	-.21	.17
			21-25 Years	.024	.107	1.000	-.29	.34
			26-30 Years	.163	.102	.687	-.14	.46
			>30 Years	.507*	.119	.000	.15	.86
	6-10 Years	—	1-5 yrs Years	-.068	.050	.825	-.22	.08
			11-15 Years	-.001	.065	1.000	-.19	.19
			16-20 Years	-.089	.072	.875	-.30	.12
			21-25 Years	-.045	.111	1.000	-.37	.28
			26-30 Years	.094	.107	.975	-.22	.41
			>30 Years	.438*	.123	.007	.07	.80
	11-15 Years	—	1-5 yrs Years	-.068	.058	.904	-.24	.10

	6-10 Years	.001	.065	1.000	-.19	.19
	16-20 Years	-.088	.077	.912	-.32	.14
	21-25 Years	-.044	.115	1.000	-.38	.30
	26-30 Years	.095	.110	.978	-.23	.42
	>30 Years	.439 [*]	.126	.010	.07	.81
16-20 Years	1-5 yrs Years	.021	.065	1.000	-.17	.21
	6-10 Years	.089	.072	.875	-.12	.30
	11-15 Years	.088	.077	.912	-.14	.32
	21-25 Years	.045	.118	1.000	-.31	.39
	26-30 Years	.184	.114	.677	-.15	.52
	>30 Years	.527 [*]	.130	.001	.14	.91
21-25 Years	1-5 yrs Years	-.024	.107	1.000	-.34	.29
	6-10 Years	.045	.111	1.000	-.28	.37
	11-15 Years	.044	.115	1.000	-.30	.38
	16-20 Years	-.045	.118	1.000	-.39	.31
	26-30 Years	.139	.142	.959	-.28	.56
	>30 Years	.483 [*]	.155	.031	.02	.94
26-30 Years	1-5 yrs Years	-.163	.102	.687	-.46	.14
	6-10 Years	-.094	.107	.975	-.41	.22
	11-15 Years	-.095	.110	.978	-.42	.23
	16-20 Years	-.184	.114	.677	-.52	.15

		21-25 Years	-.139	.142	.959	-.56	.28
		>30 Years	.344	.152	.263	-.11	.79
	>30 Years	1-5 yrs Years	-.507 [*]	.119	.000	-.86	-.15
		6-10 Years	-.438 [*]	.123	.007	-.80	-.07
		11-15 Years	-.439 [*]	.126	.010	-.81	-.07
	—	16-20 Years	-.527 [*]	.130	.001	-.91	-.14
		21-25 Years	-.483 [*]	.155	.031	-.94	-.02
		26-30 Years	-.344	.152	.263	-.79	.11
Value teamwork	1-5 yrs Years	6-10 Years	.202 [*]	.045	.000	.07	.34
		11-15 Years	.129	.052	.162	-.02	.28
		16-20 Years	.157	.058	.098	-.01	.33
	—	21-25 Years	.294 [*]	.096	.036	.01	.58
		26-30 Years	.080	.092	.977	-.19	.35
		>30 Years	.326 [*]	.107	.038	.01	.64
	6-10 Years	1-5 yrs Years	-.202 [*]	.045	.000	-.34	-.07
		11-15 Years	-.073	.058	.876	-.25	.10
		16-20 Years	-.045	.064	.993	-.23	.15
	—	21-25 Years	.093	.100	.968	-.20	.39
		26-30 Years	-.122	.096	.864	-.40	.16
		>30 Years	.124	.110	.921	-.20	.45
	11-15 Years	1-5 yrs Years	-.129	.052	.162	-.28	.02

	6-10 Years	.073	.058	.876	-.10	.25
	16-20 Years	.028	.069	1.000	-.18	.23
	21-25 Years	.165	.103	.677	-.14	.47
	26-30 Years	-.049	.099	.999	-.34	.24
	>30 Years	.197	.113	.590	-.14	.53
16-20 Years	1-5 yrs Years	-.157	.058	.098	-.33	.01
	6-10 Years	.045	.064	.993	-.15	.23
	11-15 Years	-.028	.069	1.000	-.23	.18
	21-25 Years	.137	.106	.856	-.18	.45
	26-30 Years	-.077	.102	.989	-.38	.23
	>30 Years	.169	.116	.774	-.18	.51
21-25 Years	1-5 yrs Years	-.294*	.096	.036	-.58	-.01
	6-10 Years	-.093	.100	.968	-.39	.20
	11-15 Years	-.165	.103	.677	-.47	.14
	16-20 Years	-.137	.106	.856	-.45	.18
	26-30 Years	-.214	.128	.631	-.59	.16
	>30 Years	.031	.139	1.000	-.38	.44
26-30 Years	1-5 yrs Years	-.080	.092	.977	-.35	.19
	6-10 Years	.122	.096	.864	-.16	.40
	11-15 Years	.049	.099	.999	-.24	.34
	16-20 Years	.077	.102	.989	-.23	.38

		21-25 Years	.214	.128	.631	-.16	.59
		>30 Years	.246	.136	.545	-.16	.65
	>30 Years	1-5 yrs Years	-.326*	.107	.038	-.64	-.01
		6-10 Years	-.124	.110	.921	-.45	.20
		11-15 Years	-.197	.113	.590	-.53	.14
		16-20 Years	-.169	.116	.774	-.51	.18
		21-25 Years	-.031	.139	1.000	-.44	.38
		26-30 Years	-.246	.136	.545	-.65	.16
Code of ethics	1-5 yrs Years	6-10 Years	.109	.045	.182	-.02	.24
		11-15 Years	.136	.051	.112	-.02	.29
		16-20 Years	.068	.058	.904	-.10	.24
		21-25 Years	.050	.095	.999	-.23	.33
		26-30 Years	-.045	.091	.999	-.31	.22
		>30 Years	.140	.106	.844	-.17	.45
	6-10 Years	1-5 yrs Years	-.109	.045	.182	-.24	.02
		11-15 Years	.026	.058	.999	-.14	.20
		16-20 Years	-.042	.064	.995	-.23	.15
		21-25 Years	-.060	.099	.997	-.35	.23
		26-30 Years	-.154	.095	.664	-.43	.13
		>30 Years	.030	.109	1.000	-.29	.35
	11-15 Years	1-5 yrs Years	-.136	.051	.112	-.29	.02

	6-10 Years	-.026	.058	.999	-.20	.14
	16-20 Years	-.068	.068	.954	-.27	.13
	21-25 Years	-.086	.102	.980	-.39	.22
	26-30 Years	-.181	.098	.518	-.47	.11
	>30 Years	.004	.112	1.000	-.33	.34
	16-20 Years	-.068	.058	.904	-.24	.10
	6-10 Years	.042	.064	.995	-.15	.23
—	11-15 Years	.068	.068	.954	-.13	.27
	21-25 Years	-.018	.105	1.000	-.33	.29
	26-30 Years	-.113	.102	.925	-.41	.19
	>30 Years	.072	.115	.996	-.27	.41
	21-25 Years	-.050	.095	.999	-.33	.23
—	6-10 Years	.060	.099	.997	-.23	.35
	11-15 Years	.086	.102	.980	-.22	.39
	16-20 Years	.018	.105	1.000	-.29	.33
	26-30 Years	-.095	.127	.989	-.47	.28
	>30 Years	.090	.138	.995	-.32	.50
—	26-30 Years	.045	.091	.999	-.22	.31
	6-10 Years	.154	.095	.664	-.13	.43
	11-15 Years	.181	.098	.518	-.11	.47
	16-20 Years	.113	.102	.925	-.19	.41

			21-25 Years	.095	.127	.989	-.28	.47
			>30 Years	.185	.135	.819	-.21	.58
	>30 Years	1-5 yrs Years		-.140	.106	.844	-.45	.17
		6-10 Years		-.030	.109	1.000	-.35	.29
		11-15 Years		-.004	.112	1.000	-.34	.33
		16-20 Years		-.072	.115	.996	-.41	.27
		21-25 Years		-.090	.138	.995	-.50	.32
		26-30 Years		-.185	.135	.819	-.58	.21
Ethical and legal boundaries	1-5 yrs Years	6-10 Years		.123	.042	.053	.00	.25
		11-15 Years		.080	.048	.637	-.06	.22
		16-20 Years		.142	.054	.116	-.02	.30
		21-25 Years		-.046	.089	.999	-.31	.22
		26-30 Years		-.066	.085	.988	-.32	.19
		>30 Years		.138	.099	.807	-.16	.43
	6-10 Years	1-5 yrs Years		-.123	.042	.053	-.25	.00
		11-15 Years		-.043	.054	.986	-.20	.12
		16-20 Years		.019	.060	1.000	-.16	.20
		21-25 Years		-.170	.093	.528	-.44	.10
		26-30 Years		-.189	.089	.338	-.45	.07
		>30 Years		.015	.103	1.000	-.29	.32
	11-15 Years	1-5 yrs Years		-.080	.048	.637	-.22	.06

	6-10 Years	.043	.054	.986	-.12	.20
	16-20 Years	.062	.064	.960	-.13	.25
	21-25 Years	-.126	.096	.841	-.41	.16
	26-30 Years	-.146	.092	.690	-.42	.13
	>30 Years	.058	.105	.998	-.25	.37
16-20 Years	1-5 yrs Years	-.142	.054	.116	-.30	.02
	6-10 Years	-.019	.060	1.000	-.20	.16
	11-15 Years	-.062	.064	.960	-.25	.13
	21-25 Years	-.189	.099	.472	-.48	.10
	26-30 Years	-.208	.095	.303	-.49	.07
	>30 Years	-.004	.108	1.000	-.32	.31
21-25 Years	1-5 yrs Years	.046	.089	.999	-.22	.31
	6-10 Years	.170	.093	.528	-.10	.44
	11-15 Years	.126	.096	.841	-.16	.41
	16-20 Years	.189	.099	.472	-.10	.48
	26-30 Years	-.019	.119	1.000	-.37	.33
	>30 Years	.184	.129	.787	-.20	.57
26-30 Years	1-5 yrs Years	.066	.085	.988	-.19	.32
	6-10 Years	.189	.089	.338	-.07	.45
	11-15 Years	.146	.092	.690	-.13	.42
	16-20 Years	.208	.095	.303	-.07	.49

		21-25 Years	.019	.119	1.000	-.33	.37
		>30 Years	.204	.126	.675	-.17	.58
	>30 Years	1-5 yrs Years	-.138	.099	.807	-.43	.16
		6-10 Years	-.015	.103	1.000	-.32	.29
		11-15 Years	-.058	.105	.998	-.37	.25
		16-20 Years	.004	.108	1.000	-.31	.32
		21-25 Years	-.184	.129	.787	-.57	.20
		26-30 Years	-.204	.126	.675	-.58	.17
Caring and empathic	1-5 yrs Years	6-10 Years	.111	.048	.232	-.03	.25
		11-15 Years	.081	.054	.750	-.08	.24
		16-20 Years	.094	.061	.727	-.09	.27
		21-25 Years	.163	.101	.672	-.14	.46
		26-30 Years	-.142	.097	.764	-.43	.14
		>30 Years	.012	.113	1.000	-.32	.34
	6-10 Years	1-5 yrs Years	-.111	.048	.232	-.25	.03
		11-15 Years	-.030	.062	.999	-.21	.15
		16-20 Years	-.017	.068	1.000	-.22	.18
		21-25 Years	.052	.105	.999	-.26	.36
		26-30 Years	-.252	.101	.158	-.55	.05
		>30 Years	-.099	.116	.979	-.44	.24
	11-15 Years	1-5 yrs Years	-.081	.054	.750	-.24	.08

	6-10 Years	.030	.062	.999	-.15	.21
	16-20 Years	.012	.073	1.000	-.20	.23
	21-25 Years	.082	.108	.989	-.24	.40
	26-30 Years	-.223	.104	.330	-.53	.08
	>30 Years	-.069	.119	.997	-.42	.28
16-20 Years	1-5 yrs Years	-.094	.061	.727	-.27	.09
	6-10 Years	.017	.068	1.000	-.18	.22
	11-15 Years	-.012	.073	1.000	-.23	.20
	21-25 Years	.070	.112	.996	-.26	.40
	26-30 Years	-.235	.108	.306	-.55	.08
	>30 Years	-.082	.122	.994	-.44	.28
21-25 Years	1-5 yrs Years	-.163	.101	.672	-.46	.14
	6-10 Years	-.052	.105	.999	-.36	.26
	11-15 Years	-.082	.108	.989	-.40	.24
	16-20 Years	-.070	.112	.996	-.40	.26
	26-30 Years	-.305	.134	.261	-.70	.09
	>30 Years	-.151	.146	.946	-.58	.28
26-30 Years	1-5 yrs Years	.142	.097	.764	-.14	.43
	6-10 Years	.252	.101	.158	-.05	.55
	11-15 Years	.223	.104	.330	-.08	.53
	16-20 Years	.235	.108	.306	-.08	.55

		21-25 Years	.305	.134	.261	-.09	.70
		>30 Years	.154	.143	.937	-.27	.58
	>30 Years	1-5 yrs Years	-.012	.113	1.000	-.34	.32
		6-10 Years	.099	.116	.979	-.24	.44
		11-15 Years	.069	.119	.997	-.28	.42
		16-20 Years	.082	.122	.994	-.28	.44
		21-25 Years	.151	.146	.946	-.28	.58
		26-30 Years	-.154	.143	.937	-.58	.27
Self-directed	1-5 yrs Years	6-10 Years	.096	.062	.715	-.09	.28
		11-15 Years	.271 [*]	.071	.003	.06	.48
		16-20 Years	.287 [*]	.080	.007	.05	.52
		21-25 Years	.334	.132	.151	-.06	.72
		26-30 Years	.132	.126	.944	-.24	.50
		>30 Years	.463 [*]	.147	.029	.03	.90
	6-10 Years	1-5 yrs Years	-.096	.062	.715	-.28	.09
		11-15 Years	.174	.080	.315	-.06	.41
		16-20 Years	.190	.088	.323	-.07	.45
		21-25 Years	.238	.137	.596	-.17	.64
		26-30 Years	.035	.132	1.000	-.35	.42
		>30 Years	.367	.152	.195	-.08	.82
	11-15 Years	1-5 yrs Years	-.271 [*]	.071	.003	-.48	-.06

	6-10 Years	-.174	.080	.315	-.41	.06
	16-20 Years	.016	.095	1.000	-.26	.30
	21-25 Years	.063	.142	.999	-.36	.48
	26-30 Years	-.139	.136	.949	-.54	.26
	>30 Years	.192	.156	.881	-.27	.65
16-20 Years	1-5 yrs Years	-.287*	.080	.007	-.52	-.05
	6-10 Years	-.190	.088	.323	-.45	.07
	11-15 Years	-.016	.095	1.000	-.30	.26
	21-25 Years	.047	.146	1.000	-.39	.48
	26-30 Years	-.155	.141	.928	-.57	.26
	>30 Years	.176	.160	.928	-.30	.65
21-25 Years	1-5 yrs Years	-.334	.132	.151	-.72	.06
	6-10 Years	-.238	.137	.596	-.64	.17
	11-15 Years	-.063	.142	.999	-.48	.36
	16-20 Years	-.047	.146	1.000	-.48	.39
	26-30 Years	-.203	.176	.912	-.72	.32
	>30 Years	.129	.192	.994	-.44	.70
26-30 Years	1-5 yrs Years	-.132	.126	.944	-.50	.24
	6-10 Years	-.035	.132	1.000	-.42	.35
	11-15 Years	.139	.136	.949	-.26	.54
	16-20 Years	.155	.141	.928	-.26	.57

		21-25 Years	.203	.176	.912	-.32	.72
		>30 Years	.332	.188	.571	-.22	.89
	>30 Years	1-5 yrs Years	-.463 ⁺	.147	.029	-.90	-.03
		6-10 Years	-.367	.152	.195	-.82	.08
		11-15 Years	-.192	.156	.881	-.65	.27
		16-20 Years	-.176	.160	.928	-.65	.30
		21-25 Years	-.129	.192	.994	-.70	.44
		26-30 Years	-.332	.188	.571	-.89	.22
Clinical competence	1-5 yrs Years	6-10 Years	.055	.037	.751	-.05	.17
		11-15 Years	.093	.042	.298	-.03	.22
		16-20 Years	.067	.048	.803	-.07	.21
		21-25 Years	-.071	.079	.972	-.30	.16
		26-30 Years	.013	.075	1.000	-.21	.24
		>30 Years	.042	.088	.999	-.22	.30
	6-10 Years	1-5 yrs Years	-.055	.037	.751	-.17	.05
		11-15 Years	.038	.048	.986	-.10	.18
		16-20 Years	.011	.053	1.000	-.14	.17
		21-25 Years	-.127	.082	.717	-.37	.12
		26-30 Years	-.043	.079	.998	-.28	.19
		>30 Years	-.013	.091	1.000	-.28	.26
	11-15 Years	1-5 yrs Years	-.093	.042	.298	-.22	.03

	6-10 Years	-.038	.048	.986	-.18	.10
	16-20 Years	-.027	.057	.999	-.19	.14
	21-25 Years	-.165	.085	.449	-.41	.09
	26-30 Years	-.081	.081	.955	-.32	.16
	>30 Years	-.051	.093	.998	-.33	.22
	16-20 Years	-.067	.048	.803	-.21	.07
	6-10 Years	-.011	.053	1.000	-.17	.14
—	11-15 Years	.027	.057	.999	-.14	.19
	21-25 Years	-.138	.087	.694	-.40	.12
	26-30 Years	-.054	.084	.995	-.30	.19
	>30 Years	-.024	.096	1.000	-.31	.26
	21-25 Years	.071	.079	.972	-.16	.30
—	6-10 Years	.127	.082	.717	-.12	.37
	11-15 Years	.165	.085	.449	-.09	.41
	16-20 Years	.138	.087	.694	-.12	.40
	26-30 Years	.084	.105	.985	-.23	.39
	>30 Years	.114	.114	.955	-.22	.45
26-30 Years	1-5 yrs Years	-.013	.075	1.000	-.24	.21
	6-10 Years	.043	.079	.998	-.19	.28
	11-15 Years	.081	.081	.955	-.16	.32
	16-20 Years	.054	.084	.995	-.19	.30

			21-25 Years	-.084	.105	.985	-.39	.23
			>30 Years	.030	.112	1.000	-.30	.36
	>30 Years	1-5 yrs Years		-.042	.088	.999	-.30	.22
		6-10 Years		.013	.091	1.000	-.26	.28
		11-15 Years		.051	.093	.998	-.22	.33
		16-20 Years		.024	.096	1.000	-.26	.31
		21-25 Years		-.114	.114	.955	-.45	.22
		26-30 Years		-.030	.112	1.000	-.36	.30
		6-10 Years		.076	.078	.961	-.16	.31
		11-15 Years		.121	.089	.823	-.14	.39
		16-20 Years		.037	.101	1.000	-.26	.33
		21-25 Years		-.010	.166	1.000	-.50	.48
		26-30 Years		-.106	.159	.994	-.57	.36
		>30 Years		.213	.185	.911	-.33	.76
High clinical status	1-5 yrs Years	6-10 Years		-.076	.078	.961	-.31	.16
		11-15 Years		.046	.101	.999	-.25	.34
		16-20 Years		-.039	.111	1.000	-.37	.29
		21-25 Years		-.086	.173	.999	-.60	.42
		26-30 Years		-.182	.165	.929	-.67	.31
		>30 Years		.138	.191	.991	-.43	.70
		6-10 Years		.076	.078	.961	-.16	.31
		11-15 Years		.121	.089	.823	-.14	.39
		16-20 Years		.037	.101	1.000	-.26	.33
		21-25 Years		-.010	.166	1.000	-.50	.48
		26-30 Years		-.106	.159	.994	-.57	.36
		>30 Years		.213	.185	.911	-.33	.76
	6-10 Years	1-5 yrs Years		-.076	.078	.961	-.31	.16
		11-15 Years		.046	.101	.999	-.25	.34
		16-20 Years		-.039	.111	1.000	-.37	.29
		21-25 Years		-.086	.173	.999	-.60	.42
		26-30 Years		-.182	.165	.929	-.67	.31
		>30 Years		.138	.191	.991	-.43	.70
		1-5 yrs Years		-.076	.078	.961	-.31	.16
		11-15 Years		.046	.101	.999	-.25	.34
		16-20 Years		-.039	.111	1.000	-.37	.29
		21-25 Years		-.086	.173	.999	-.60	.42
		26-30 Years		-.182	.165	.929	-.67	.31
		>30 Years		.138	.191	.991	-.43	.70
	11-15 Years	1-5 yrs Years		-.121	.089	.823	-.39	.14
		6-10 Years		.076	.078	.961	-.16	.31
		11-15 Years		.121	.089	.823	-.14	.39
		16-20 Years		.037	.101	1.000	-.26	.33
		21-25 Years		-.010	.166	1.000	-.50	.48
		26-30 Years		-.106	.159	.994	-.57	.36
		>30 Years		.213	.185	.911	-.33	.76
		1-5 yrs Years		-.076	.078	.961	-.31	.16
		11-15 Years		.046	.101	.999	-.25	.34
		16-20 Years		-.039	.111	1.000	-.37	.29
		21-25 Years		-.086	.173	.999	-.60	.42
		26-30 Years		-.182	.165	.929	-.67	.31
		>30 Years		.138	.191	.991	-.43	.70

	6-10 Years	-.046	.101	.999	-.34	.25
	16-20 Years	-.085	.119	.992	-.44	.27
	21-25 Years	-.131	.178	.990	-.66	.39
	26-30 Years	-.227	.171	.838	-.73	.28
	>30 Years	.092	.196	.999	-.49	.67
	16-20 Years	-.037	.101	1.000	-.33	.26
	6-10 Years	.039	.111	1.000	-.29	.37
—	11-15 Years	.085	.119	.992	-.27	.44
	21-25 Years	-.047	.184	1.000	-.59	.50
	26-30 Years	-.143	.177	.985	-.67	.38
	>30 Years	.177	.201	.976	-.42	.77
	21-25 Years	.010	.166	1.000	-.48	.50
—	6-10 Years	.086	.173	.999	-.42	.60
	11-15 Years	.131	.178	.990	-.39	.66
	16-20 Years	.047	.184	1.000	-.50	.59
	26-30 Years	-.096	.221	.999	-.75	.56
	>30 Years	.223	.241	.968	-.49	.93
—	26-30 Years	.106	.159	.994	-.36	.57
	6-10 Years	.182	.165	.929	-.31	.67
	11-15 Years	.227	.171	.838	-.28	.73
	16-20 Years	.143	.177	.985	-.38	.67

		21-25 Years	.096	.221	.999	-.56	.75
		>30 Years	.319	.236	.825	-.38	1.02
	>30 Years	1-5 yrs Years	-.213	.185	.911	-.76	.33
		6-10 Years	-.138	.191	.991	-.70	.43
		11-15 Years	-.092	.196	.999	-.67	.49
		16-20 Years	-.177	.201	.976	-.77	.42
		21-25 Years	-.223	.241	.968	-.93	.49
		26-30 Years	-.319	.236	.825	-1.02	.38
Population based care	1-5 yrs Years	6-10 Years	.152	.071	.326	-.06	.36
		11-15 Years	.167	.081	.377	-.07	.41
		16-20 Years	.142	.091	.707	-.13	.41
		21-25 Years	.335	.151	.284	-.11	.78
		26-30 Years	.112	.144	.987	-.31	.54
		>30 Years	.303	.168	.543	-.19	.80
	6-10 Years	1-5 yrs Years	-.152	.071	.326	-.36	.06
		11-15 Years	.015	.092	1.000	-.26	.29
		16-20 Years	-.010	.101	1.000	-.31	.29
		21-25 Years	.183	.157	.906	-.28	.65
		26-30 Years	-.040	.150	1.000	-.48	.40
		>30 Years	.151	.173	.977	-.36	.66
	11-15 Years	1-5 yrs Years	-.167	.081	.377	-.41	.07

	6-10 Years	-.015	.092	1.000	-.29	.26
	16-20 Years	-.025	.108	1.000	-.34	.29
	21-25 Years	.168	.161	.945	-.31	.64
	26-30 Years	-.055	.155	1.000	-.51	.40
	>30 Years	.136	.178	.988	-.39	.66
16-20 Years	1-5 yrs Years	-.142	.091	.707	-.41	.13
	6-10 Years	.010	.101	1.000	-.29	.31
	11-15 Years	.025	.108	1.000	-.29	.34
	21-25 Years	.192	.167	.911	-.30	.69
	26-30 Years	-.031	.161	1.000	-.51	.44
21-25 Years	>30 Years	.161	.182	.975	-.38	.70
	1-5 yrs Years	-.335	.151	.284	-.78	.11
	6-10 Years	-.183	.157	.906	-.65	.28
	11-15 Years	-.168	.161	.945	-.64	.31
	16-20 Years	-.192	.167	.911	-.69	.30
26-30 Years	26-30 Years	-.223	.200	.924	-.82	.37
	>30 Years	-.031	.218	1.000	-.68	.61
	1-5 yrs Years	-.112	.144	.987	-.54	.31
	6-10 Years	.040	.150	1.000	-.40	.48
	11-15 Years	.055	.155	1.000	-.40	.51
26-30 Years	16-20 Years	.031	.161	1.000	-.44	.51

		21-25 Years	.223	.200	.924	-.37	.82
		>30 Years	.192	.214	.973	-.44	.82
	>30 Years	1-5 yrs Years	-.303	.168	.543	-.80	.19
		6-10 Years	-.151	.173	.977	-.66	.36
		11-15 Years	-.136	.178	.988	-.66	.39
		16-20 Years	-.161	.182	.975	-.70	.38
		21-25 Years	.031	.218	1.000	-.61	.68
		26-30 Years	-.192	.214	.973	-.82	.44
Committed to discipline	1-5 yrs Years	6-10 Years	.158	.061	.126	-.02	.34
		11-15 Years	.071	.069	.950	-.13	.28
		16-20 Years	-.026	.078	1.000	-.26	.21
		21-25 Years	.351	.129	.095	-.03	.73
		26-30 Years	-.093	.123	.989	-.46	.27
		>30 Years	.325	.144	.264	-.10	.75
	6-10 Years	1-5 yrs Years	-.158	.061	.126	-.34	.02
		11-15 Years	-.088	.079	.923	-.32	.14
		16-20 Years	-.184	.086	.336	-.44	.07
		21-25 Years	.193	.134	.783	-.20	.59
		26-30 Years	-.251	.129	.446	-.63	.13
		>30 Years	.167	.149	.921	-.27	.61
	11-15 Years	1-5 yrs Years	-.071	.069	.950	-.28	.13

	6-10 Years	.088	.079	.923	-.14	.32
	16-20 Years	-.096	.093	.945	-.37	.18
	21-25 Years	.280	.138	.399	-.13	.69
	26-30 Years	-.164	.133	.883	-.56	.23
	>30 Years	.255	.152	.634	-.20	.71
16-20 Years	1-5 yrs Years	.026	.078	1.000	-.21	.26
	6-10 Years	.184	.086	.336	-.07	.44
	11-15 Years	.096	.093	.945	-.18	.37
	21-25 Years	.377	.143	.117	-.05	.80
	26-30 Years	-.067	.138	.999	-.47	.34
	>30 Years	.351	.156	.273	-.11	.81
21-25 Years	1-5 yrs Years	-.351	.129	.095	-.73	.03
	6-10 Years	-.193	.134	.783	-.59	.20
	11-15 Years	-.280	.138	.399	-.69	.13
	16-20 Years	-.377	.143	.117	-.80	.05
	26-30 Years	-.444	.172	.133	-.95	.06
	>30 Years	-.025	.187	1.000	-.58	.53
26-30 Years	1-5 yrs Years	.093	.123	.989	-.27	.46
	6-10 Years	.251	.129	.446	-.13	.63
	11-15 Years	.164	.133	.883	-.23	.56
	16-20 Years	.067	.138	.999	-.34	.47

			21-25 Years	.444	.172	.133	-.06	.95
			>30 Years	.418	.183	.253	-.12	.96
	>30 Years	1-5 yrs Years		-.325	.144	.264	-.75	.10
		6-10 Years		-.167	.149	.921	-.61	.27
		11-15 Years		-.255	.152	.634	-.71	.20
		16-20 Years		-.351	.156	.273	-.81	.11
		21-25 Years		.025	.187	1.000	-.53	.58
		26-30 Years		-.418	.183	.253	-.96	.12
Theoretical knowledge	1-5 yrs Years	6-10 Years		.033	.050	.995	-.12	.18
		11-15 Years		.071	.058	.883	-.10	.24
		16-20 Years		.098	.065	.738	-.09	.29
		21-25 Years		.080	.107	.990	-.24	.40
		26-30 Years		-.194	.102	.482	-.50	.11
	6-10 Years	>30 Years		.320	.119	.105	-.03	.67
		1-5 yrs Years		-.033	.050	.995	-.18	.12
		11-15 Years		.038	.065	.997	-.15	.23
		16-20 Years		.065	.072	.971	-.15	.28
		21-25 Years		.047	.111	1.000	-.28	.38
	11-15 Years	26-30 Years		-.227	.107	.338	-.54	.09
		>30 Years		.287	.123	.231	-.08	.65

	6-10 Years	-.038	.065	.997	-.23	.15
	16-20 Years	.027	.077	1.000	-.20	.25
	21-25 Years	.009	.115	1.000	-.33	.35
	26-30 Years	-.265	.110	.199	-.59	.06
	>30 Years	.249	.126	.433	-.12	.62
	16-20 Years	-.098	.065	.738	-.29	.09
	6-10 Years	-.065	.072	.971	-.28	.15
—	11-15 Years	-.027	.077	1.000	-.25	.20
	21-25 Years	-.018	.118	1.000	-.37	.33
	26-30 Years	-.292	.114	.141	-.63	.05
	>30 Years	.222	.130	.610	-.16	.60
	21-25 Years	-.080	.107	.990	-.40	.24
—	6-10 Years	-.047	.111	1.000	-.38	.28
	11-15 Years	-.009	.115	1.000	-.35	.33
	16-20 Years	.018	.118	1.000	-.33	.37
	26-30 Years	-.274	.142	.466	-.69	.15
	>30 Years	.240	.155	.716	-.22	.70
26-30 Years	1-5 yrs Years	.194	.102	.482	-.11	.50
	6-10 Years	.227	.107	.338	-.09	.54
	11-15 Years	.265	.110	.199	-.06	.59
	16-20 Years	.292	.114	.141	-.05	.63

		21-25 Years	.274	.142	.466	-.15	.69
		>30 Years	.514 [*]	.152	.013	.06	.96
	>30 Years	1-5 yrs Years	-.320	.119	.105	-.67	.03
		6-10 Years	-.287	.123	.231	-.65	.08
		11-15 Years	-.249	.126	.433	-.62	.12
		16-20 Years	-.222	.130	.610	-.60	.16
		21-25 Years	-.240	.155	.716	-.70	.22
		26-30 Years	-.514 [*]	.152	.013	-.96	-.06
Continuous improvement	1-5 yrs Years	6-10 Years	.211 [*]	.067	.029	.01	.41
		11-15 Years	.192	.077	.161	-.04	.42
		16-20 Years	.026	.087	1.000	-.23	.28
		21-25 Years	.186	.143	.851	-.24	.61
		26-30 Years	-.148	.137	.934	-.55	.26
		>30 Years	.333	.159	.359	-.14	.80
	6-10 Years	1-5 yrs Years	-.211 [*]	.067	.029	-.41	-.01
		11-15 Years	-.019	.087	1.000	-.28	.24
		16-20 Years	-.185	.096	.458	-.47	.10
		21-25 Years	-.025	.149	1.000	-.46	.41
		26-30 Years	-.359	.143	.154	-.78	.06
		>30 Years	.122	.165	.990	-.36	.61
	11-15 Years	1-5 yrs Years	-.192	.077	.161	-.42	.04

	6-10 Years	.019	.087	1.000	-.24	.28
	16-20 Years	-.166	.103	.670	-.47	.14
	21-25 Years	-.006	.153	1.000	-.46	.45
	26-30 Years	-.340	.147	.242	-.78	.10
	>30 Years	.141	.169	.981	-.36	.64
16-20 Years	1-5 yrs Years	-.026	.087	1.000	-.28	.23
	6-10 Years	.185	.096	.458	-.10	.47
	11-15 Years	.166	.103	.670	-.14	.47
	21-25 Years	.160	.158	.951	-.31	.63
	26-30 Years	-.174	.153	.916	-.62	.28
	>30 Years	.307	.173	.567	-.20	.82
21-25 Years	1-5 yrs Years	-.186	.143	.851	-.61	.24
	6-10 Years	.025	.149	1.000	-.41	.46
	11-15 Years	.006	.153	1.000	-.45	.46
	16-20 Years	-.160	.158	.951	-.63	.31
	26-30 Years	-.334	.190	.579	-.90	.23
	>30 Years	.147	.207	.992	-.47	.76
26-30 Years	1-5 yrs Years	.148	.137	.934	-.26	.55
	6-10 Years	.359	.143	.154	-.06	.78
	11-15 Years	.340	.147	.242	-.10	.78
	16-20 Years	.174	.153	.916	-.28	.62

		21-25 Years	.334	.190	.579	-.23	.90
		>30 Years	.481	.203	.213	-.12	1.08
	>30 Years	1-5 yrs Years	-.333	.159	.359	-.80	.14
		6-10 Years	-.122	.165	.990	-.61	.36
		11-15 Years	-.141	.169	.981	-.64	.36
		16-20 Years	-.307	.173	.567	-.82	.20
		21-25 Years	-.147	.207	.992	-.76	.47
		26-30 Years	-.481	.203	.213	-1.08	.12
Social responsibility	1-5 yrs Years	6-10 Years	.281 ⁺	.067	.001	.08	.48
		11-15 Years	.187	.076	.177	-.04	.41
		16-20 Years	.065	.086	.988	-.19	.32
		21-25 Years	.288	.141	.390	-.13	.71
		26-30 Years	.063	.135	.999	-.34	.46
		>30 Years	-.085	.157	.998	-.55	.38
	6-10 Years	1-5 yrs Years	-.281 ⁺	.067	.001	-.48	-.08
		11-15 Years	-.094	.086	.929	-.35	.16
		16-20 Years	-.216	.095	.254	-.50	.06
		21-25 Years	.007	.147	1.000	-.43	.44
		26-30 Years	-.218	.141	.716	-.63	.20
		>30 Years	-.366	.163	.269	-.85	.11
	11-15 Years	1-5 yrs Years	-.187	.076	.177	-.41	.04

	6-10 Years	.094	.086	.929	-.16	.35
	16-20 Years	-.121	.101	.896	-.42	.18
	21-25 Years	.101	.151	.994	-.35	.55
	26-30 Years	-.124	.146	.979	-.55	.31
	>30 Years	-.272	.167	.662	-.76	.22
16-20 Years	1-5 yrs Years	-.065	.086	.988	-.32	.19
	6-10 Years	.216	.095	.254	-.06	.50
	11-15 Years	.121	.101	.896	-.18	.42
	21-25 Years	.223	.156	.789	-.24	.69
	26-30 Years	-.002	.151	1.000	-.45	.44
	>30 Years	-.151	.171	.976	-.66	.36
21-25 Years	1-5 yrs Years	-.288	.141	.390	-.71	.13
	6-10 Years	-.007	.147	1.000	-.44	.43
	11-15 Years	-.101	.151	.994	-.55	.35
	16-20 Years	-.223	.156	.789	-.69	.24
	26-30 Years	-.225	.188	.895	-.78	.33
	>30 Years	-.373	.205	.533	-.98	.23
26-30 Years	1-5 yrs Years	-.063	.135	.999	-.46	.34
	6-10 Years	.218	.141	.716	-.20	.63
	11-15 Years	.124	.146	.979	-.31	.55
	16-20 Years	.002	.151	1.000	-.44	.45

		21-25 Years	.225	.188	.895	-.33	.78
		>30 Years	-.148	.201	.990	-.74	.44
	>30 Years	1-5 yrs Years	.085	.157	.998	-.38	.55
		6-10 Years	.366	.163	.269	-.11	.85
		11-15 Years	.272	.167	.662	-.22	.76
	—	16-20 Years	.151	.171	.976	-.36	.66
		21-25 Years	.373	.205	.533	-.23	.98
		26-30 Years	.148	.201	.990	-.44	.74
Learn to help others	1-5 yrs Years	6-10 Years	.230 ⁺	.052	.000	.08	.38
		11-15 Years	.208 ⁺	.060	.009	.03	.38
		16-20 Years	.044	.067	.994	-.15	.24
	—	21-25 Years	.138	.111	.877	-.19	.46
		26-30 Years	.111	.106	.943	-.20	.42
		>30 Years	-.048	.123	1.000	-.41	.32
	6-10 — Years	1-5 yrs Years	-.230 ⁺	.052	.000	-.38	-.08
		11-15 Years	-.022	.067	1.000	-.22	.18
		16-20 Years	-.186	.074	.156	-.40	.03
	—	21-25 Years	-.093	.115	.984	-.43	.25
		26-30 Years	-.120	.110	.932	-.45	.21
		>30 Years	-.279	.127	.302	-.65	.10
	11-15 Years	1-5 yrs — Years	-.208 ⁺	.060	.009	-.38	-.03

	6-10 Years	.022	.067	1.000	-.18	.22
	16-20 Years	-.164	.079	.378	-.40	.07
	21-25 Years	-.070	.119	.997	-.42	.28
	26-30 Years	-.097	.114	.979	-.43	.24
	>30 Years	-.256	.131	.439	-.64	.13
16-20 Years	1-5 yrs Years	-.044	.067	.994	-.24	.15
	6-10 Years	.186	.074	.156	-.03	.40
	11-15 Years	.164	.079	.378	-.07	.40
	21-25 Years	.093	.122	.988	-.27	.46
	26-30 Years	.066	.118	.998	-.28	.42
	>30 Years	-.093	.134	.993	-.49	.30
21-25 Years	1-5 yrs Years	-.138	.111	.877	-.46	.19
	6-10 Years	.093	.115	.984	-.25	.43
	11-15 Years	.070	.119	.997	-.28	.42
	16-20 Years	-.093	.122	.988	-.46	.27
	26-30 Years	-.027	.147	1.000	-.46	.41
	>30 Years	-.186	.160	.909	-.66	.29
26-30 Years	1-5 yrs Years	-.111	.106	.943	-.42	.20
	6-10 Years	.120	.110	.932	-.21	.45
	11-15 Years	.097	.114	.979	-.24	.43
	16-20 Years	-.066	.118	.998	-.42	.28

		21-25 Years	.027	.147	1.000	-.41	.46
		>30 Years	-.159	.157	.951	-.62	.31
	>30 Years	1-5 yrs Years	.048	.123	1.000	-.32	.41
		6-10 Years	.279	.127	.302	-.10	.65
		11-15 Years	.256	.131	.439	-.13	.64
		16-20 Years	.093	.134	.993	-.30	.49
		21-25 Years	.186	.160	.909	-.29	.66
		26-30 Years	.159	.157	.951	-.31	.62
Basic sciences	1-5 yrs Years	6-10 Years	.128	.059	.312	-.05	.30
		11-15 Years	.183	.067	.094	-.02	.38
		16-20 Years	.002	.076	1.000	-.22	.23
		21-25 Years	.145	.125	.909	-.22	.51
		26-30 Years	.043	.120	1.000	-.31	.40
		>30 Years	.647*	.139	.000	.24	1.06
	6-10 Years	1-5 yrs Years	-.128	.059	.312	-.30	.05
		11-15 Years	.055	.076	.991	-.17	.28
		16-20 Years	-.126	.084	.740	-.37	.12
		21-25 Years	.017	.130	1.000	-.37	.40
		26-30 Years	-.085	.125	.993	-.45	.28
		>30 Years	.519*	.144	.006	.09	.94
	11-15 Years	1-5 yrs Years	-.183	.067	.094	-.38	.02

	6-10 Years	-.055	.076	.991	-.28	.17
	16-20 Years	-.181	.090	.403	-.45	.08
	21-25 Years	-.038	.134	1.000	-.43	.36
	26-30 Years	-.140	.129	.931	-.52	.24
	>30 Years	.464 [*]	.148	.028	.03	.90
16-20 Years	1-5 yrs Years	-.002	.076	1.000	-.23	.22
	6-10 Years	.126	.084	.740	-.12	.37
	11-15 Years	.181	.090	.403	-.08	.45
	21-25 Years	.143	.138	.946	-.27	.55
	26-30 Years	.041	.133	1.000	-.35	.44
	>30 Years	.645 [*]	.152	.000	.20	1.09
21-25 Years	1-5 yrs Years	-.145	.125	.909	-.51	.22
	6-10 Years	-.017	.130	1.000	-.40	.37
	11-15 Years	.038	.134	1.000	-.36	.43
	16-20 Years	-.143	.138	.946	-.55	.27
	26-30 Years	-.102	.167	.996	-.59	.39
	>30 Years	.502	.181	.083	-.03	1.04
26-30 Years	1-5 yrs Years	-.043	.120	1.000	-.40	.31
	6-10 Years	.085	.125	.993	-.28	.45
	11-15 Years	.140	.129	.931	-.24	.52
	16-20 Years	-.041	.133	1.000	-.44	.35

		21-25 Years	.102	.167	.996	-.39	.59
		>30 Years	.605*	.178	.012	.08	1.13
	>30 Years	1-5 yrs Years	-.647*	.139	.000	-1.06	-.24
		6-10 Years	-.519*	.144	.006	-.94	-.09
		11-15 Years	-.464*	.148	.028	-.90	-.03
		16-20 Years	-.645*	.152	.000	-1.09	-.20
		21-25 Years	-.502	.181	.083	-1.04	.03
		26-30 Years	-.605*	.178	.012	-1.13	-.08
Respond to changes	1-5 yrs Years	6-10 Years	.140	.055	.151	-.02	.30
		11-15 Years	.227*	.063	.006	.04	.41
		16-20 Years	-.003	.071	1.000	-.21	.21
		21-25 Years	.174	.117	.754	-.17	.52
		26-30 Years	.037	.112	1.000	-.29	.37
		>30 Years	.599*	.131	.000	.21	.99
	6-10 Years	1-5 yrs Years	-.140	.055	.151	-.30	.02
		11-15 Years	.087	.071	.887	-.12	.30
		16-20 Years	-.143	.079	.534	-.38	.09
		21-25 Years	.035	.122	1.000	-.33	.40
		26-30 Years	-.102	.117	.976	-.45	.24
		>30 Years	.459*	.135	.013	.06	.86
	11-15 Years	1-5 yrs Years	-.227*	.063	.006	-.41	-.04

	6-10 Years	-.087	.071	.887	-.30	.12
	16-20 Years	-.230	.084	.092	-.48	.02
	21-25 Years	-.052	.126	1.000	-.42	.32
	26-30 Years	-.189	.121	.705	-.55	.17
	>30 Years	.372	.138	.103	-.04	.78
16-20 Years	1-5 yrs Years	.003	.071	1.000	-.21	.21
	6-10 Years	.143	.079	.534	-.09	.38
	11-15 Years	.230	.084	.092	-.02	.48
	21-25 Years	.178	.130	.819	-.21	.56
	26-30 Years	.041	.125	1.000	-.33	.41
	>30 Years	.602 [*]	.142	.001	.18	1.02
21-25 Years	1-5 yrs Years	-.174	.117	.754	-.52	.17
	6-10 Years	-.035	.122	1.000	-.40	.33
	11-15 Years	.052	.126	1.000	-.32	.42
	16-20 Years	-.178	.130	.819	-.56	.21
	26-30 Years	-.137	.156	.976	-.60	.32
	>30 Years	.424	.170	.163	-.08	.93
26-30 Years	1-5 yrs Years	-.037	.112	1.000	-.37	.29
	6-10 Years	.102	.117	.976	-.24	.45
	11-15 Years	.189	.121	.705	-.17	.55
	16-20 Years	-.041	.125	1.000	-.41	.33

		21-25 Years	.137	.156	.976	-.32	.60
		>30 Years	.561 [*]	.167	.014	.07	1.05
	>30 Years	1-5 yrs Years	-.599 [*]	.131	.000	-.99	-.21
		6-10 Years	-.459 [*]	.135	.013	-.86	-.06
		11-15 Years	-.372	.138	.103	-.78	.04
		16-20 Years	-.602 [*]	.142	.001	-1.02	-.18
		21-25 Years	-.424	.170	.163	-.93	.08
		26-30 Years	-.561 [*]	.167	.014	-1.05	-.07
Ongoing education	1-5 yrs Years	6-10 Years	.150	.056	.105	-.02	.32
		11-15 Years	.063	.064	.955	-.13	.25
		16-20 Years	.052	.072	.991	-.16	.26
		21-25 Years	-.047	.119	1.000	-.40	.30
		26-30 Years	-.218	.113	.469	-.55	.12
		>30 Years	-.052	.132	1.000	-.44	.34
	6-10 Years	1-5 yrs Years	-.150	.056	.105	-.32	.02
		11-15 Years	-.086	.072	.897	-.30	.13
		16-20 Years	-.097	.079	.884	-.33	.14
		21-25 Years	-.197	.123	.685	-.56	.17
		26-30 Years	-.367 [*]	.118	.032	-.72	-.02
		>30 Years	-.202	.137	.760	-.61	.20
	11-15 Years	1-5 yrs Years	-.063	.064	.955	-.25	.13

	6-10 Years	.086	.072	.897	-.13	.30
	16-20 Years	-.011	.085	1.000	-.26	.24
	21-25 Years	-.111	.127	.977	-.49	.27
	26-30 Years	-.281	.122	.247	-.64	.08
	>30 Years	-.115	.140	.983	-.53	.30
16-20 Years	1-5 yrs Years	-.052	.072	.991	-.26	.16
	6-10 Years	.097	.079	.884	-.14	.33
	11-15 Years	.011	.085	1.000	-.24	.26
	21-25 Years	-.100	.131	.989	-.49	.29
	26-30 Years	-.270	.127	.336	-.64	.10
	>30 Years	-.104	.144	.991	-.53	.32
21-25 Years	1-5 yrs Years	.047	.119	1.000	-.30	.40
	6-10 Years	.197	.123	.685	-.17	.56
	11-15 Years	.111	.127	.977	-.27	.49
	16-20 Years	.100	.131	.989	-.29	.49
	26-30 Years	-.170	.158	.935	-.64	.30
	>30 Years	-.004	.172	1.000	-.51	.50
26-30 Years	1-5 yrs Years	.218	.113	.469	-.12	.55
	6-10 Years	.367 [*]	.118	.032	.02	.72
	11-15 Years	.281	.122	.247	-.08	.64
	16-20 Years	.270	.127	.336	-.10	.64

		21-25 Years	.170	.158	.935	-.30	.64
		>30 Years	.166	.169	.958	-.33	.66
	>30 Years	1-5 yrs Years	.052	.132	1.000	-.34	.44
		6-10 Years	.202	.137	.760	-.20	.61
		11-15 Years	.115	.140	.983	-.30	.53
		16-20 Years	.104	.144	.991	-.32	.53
		21-25 Years	.004	.172	1.000	-.50	.51
		26-30 Years	-.166	.169	.958	-.66	.33
Independent team member	1-5 yrs Years	6-10 Years	.103	.044	.217	-.03	.23
		11-15 Years	.027	.050	.998	-.12	.18
		16-20 Years	-.026	.056	.999	-.19	.14
		21-25 Years	-.048	.093	.999	-.32	.23
		26-30 Years	-.009	.089	1.000	-.27	.25
		>30 Years	.101	.104	.959	-.21	.41
	6-10 Years	1-5 yrs Years	-.103	.044	.217	-.23	.03
		11-15 Years	-.076	.057	.830	-.24	.09
		16-20 Years	-.130	.062	.365	-.31	.05
		21-25 Years	-.152	.097	.702	-.44	.13
		26-30 Years	-.112	.093	.891	-.39	.16
		>30 Years	-.002	.107	1.000	-.32	.31
	11-15 Years	1-5 yrs Years	-.027	.050	.998	-.18	.12

	6-10 Years	.076	.057	.830	-.09	.24
	16-20 Years	-.053	.067	.985	-.25	.14
	21-25 Years	-.076	.100	.989	-.37	.22
	26-30 Years	-.036	.096	1.000	-.32	.25
	>30 Years	.074	.110	.994	-.25	.40
16-20 Years	1-5 yrs Years	.026	.056	.999	-.14	.19
	6-10 Years	.130	.062	.365	-.05	.31
	11-15 Years	.053	.067	.985	-.14	.25
	21-25 Years	-.022	.103	1.000	-.33	.28
	26-30 Years	.018	.099	1.000	-.28	.31
21-25 Years	>30 Years	.128	.113	.918	-.21	.46
	1-5 yrs Years	.048	.093	.999	-.23	.32
	6-10 Years	.152	.097	.702	-.13	.44
	11-15 Years	.076	.100	.989	-.22	.37
	16-20 Years	.022	.103	1.000	-.28	.33
26-30 Years	26-30 Years	.040	.124	1.000	-.33	.41
	>30 Years	.150	.135	.925	-.25	.55
	1-5 yrs Years	.009	.089	1.000	-.25	.27
	6-10 Years	.112	.093	.891	-.16	.39
	11-15 Years	.036	.096	1.000	-.25	.32
	16-20 Years	-.018	.099	1.000	-.31	.28

			21-25 Years	-.040	.124	1.000	-.41	.33
			>30 Years	.110	.132	.981	-.28	.50
	>30 Years	1-5 yrs Years		-.101	.104	.959	-.41	.21
		6-10 Years		.002	.107	1.000	-.31	.32
		11-15 Years		-.074	.110	.994	-.40	.25
		16-20 Years		-.128	.113	.918	-.46	.21
		21-25 Years		-.150	.135	.925	-.55	.25
		26-30 Years		-.110	.132	.981	-.50	.28
Responsibility for quality care	1-5 yrs Years	6-10 Years		.127	.054	.220	-.03	.29
		11-15 Years		.151	.062	.178	-.03	.33
		16-20 Years		-.073	.069	.941	-.28	.13
		21-25 Years		.302	.115	.116	-.04	.64
		26-30 Years		.009	.110	1.000	-.31	.33
	6-10 Years	>30 Years		.466*	.128	.005	.09	.84
		1-5 yrs Years		-.127	.054	.220	-.29	.03
		11-15 Years		.024	.070	1.000	-.18	.23
		16-20 Years		-.200	.077	.123	-.43	.03
		21-25 Years		.175	.119	.763	-.18	.53
	11-15 Years	26-30 Years		-.118	.114	.947	-.46	.22
		>30 Years		.339	.132	.138	-.05	.73
	11-15 Years	1-5 yrs Years		-.151	.062	.178	-.33	.03

	6-10 Years	-.024	.070	1.000	-.23	.18
	16-20 Years	-.225	.082	.092	-.47	.02
	21-25 Years	.151	.123	.883	-.21	.51
	26-30 Years	-.142	.118	.892	-.49	.21
	>30 Years	.314	.135	.234	-.09	.71
16-20 Years	1-5 yrs Years	.073	.069	.941	-.13	.28
	6-10 Years	.200	.077	.123	-.03	.43
	11-15 Years	.225	.082	.092	-.02	.47
	21-25 Years	.376 ⁺	.127	.050	.00	.75
	26-30 Years	.082	.122	.994	-.28	.44
	>30 Years	.539 ⁺	.139	.002	.13	.95
21-25 Years	1-5 yrs Years	-.302	.115	.116	-.64	.04
	6-10 Years	-.175	.119	.763	-.53	.18
	11-15 Years	-.151	.123	.883	-.51	.21
	16-20 Years	-.376 ⁺	.127	.050	-.75	.00
	26-30 Years	-.293	.153	.467	-.74	.16
	>30 Years	.163	.166	.958	-.33	.65
26-30 Years	1-5 yrs Years	-.009	.110	1.000	-.33	.31
	6-10 Years	.118	.114	.947	-.22	.46
	11-15 Years	.142	.118	.892	-.21	.49
	16-20 Years	-.082	.122	.994	-.44	.28

		21-25 Years	.293	.153	.467	-.16	.74
		>30 Years	.457	.163	.076	-.02	.94
	>30 Years	1-5 yrs Years	-.466 ⁺	.128	.005	-.84	-.09
		6-10 Years	-.339	.132	.138	-.73	.05
		11-15 Years	-.314	.135	.234	-.71	.09
		16-20 Years	-.539 ⁺	.139	.002	-.95	-.13
		21-25 Years	-.163	.166	.958	-.65	.33
		26-30 Years	-.457	.163	.076	-.94	.02
Clinical reasoning	1-5 yrs Years	6-10 Years	.018	.044	1.000	-.11	.15
		11-15 Years	.062	.050	.879	-.09	.21
		16-20 Years	.032	.056	.998	-.13	.20
		21-25 Years	-.042	.093	.999	-.32	.23
		26-30 Years	.179	.089	.411	-.08	.44
		>30 Years	.474 ⁺	.104	.000	.17	.78
	6-10 Years	1-5 yrs Years	-.018	.044	1.000	-.15	.11
		11-15 Years	.044	.057	.988	-.12	.21
		16-20 Years	.014	.062	1.000	-.17	.20
		21-25 Years	-.060	.097	.996	-.35	.23
		26-30 Years	.160	.093	.599	-.11	.44
		>30 Years	.455 ⁺	.107	.000	.14	.77
	11-15 Years	1-5 yrs Years	-.062	.050	.879	-.21	.09

	6-10 Years	-.044	.057	.988	-.21	.12
	16-20 Years	-.030	.067	.999	-.23	.17
	21-25 Years	-.104	.100	.944	-.40	.19
	26-30 Years	.117	.096	.889	-.17	.40
	>30 Years	.411 [*]	.110	.004	.09	.74
16-20 Years	1-5 yrs Years	-.032	.056	.998	-.20	.13
	6-10 Years	-.014	.062	1.000	-.20	.17
	11-15 Years	.030	.067	.999	-.17	.23
	21-25 Years	-.074	.103	.991	-.38	.23
	26-30 Years	.147	.100	.761	-.15	.44
	>30 Years	.441 [*]	.113	.002	.11	.78
21-25 Years	1-5 yrs Years	.042	.093	.999	-.23	.32
	6-10 Years	.060	.097	.996	-.23	.35
	11-15 Years	.104	.100	.944	-.19	.40
	16-20 Years	.074	.103	.991	-.23	.38
	26-30 Years	.221	.124	.563	-.15	.59
	>30 Years	.516 [*]	.135	.003	.12	.92
26-30 Years	1-5 yrs Years	-.179	.089	.411	-.44	.08
	6-10 Years	-.160	.093	.599	-.44	.11
	11-15 Years	-.117	.096	.889	-.40	.17
	16-20 Years	-.147	.100	.761	-.44	.15

			21-25 Years	-.221	.124	.563	-.59	.15
			>30 Years	.295	.132	.282	-.10	.69
	>30 Years	1-5 yrs Years	6-10 Years	-.474 ⁺	.104	.000	-.78	-.17
			11-15 Years	-.455 ⁺	.107	.000	-.77	-.14
			16-20 Years	-.411 ⁺	.110	.004	-.74	-.09
			21-25 Years	-.441 ⁺	.113	.002	-.78	-.11
			26-30 Years	-.516 ⁺	.135	.003	-.92	-.12
			>30 Years	-.295	.132	.282	-.69	.10
Oral and written communication	1-5 yrs Years	6-10 Years	11-15 Years	.038	.046	.982	-.10	.17
			16-20 Years	.026	.052	.999	-.13	.18
			21-25 Years	-.121	.059	.377	-.30	.05
			26-30 Years	-.014	.097	1.000	-.30	.27
			>30 Years	-.025	.093	1.000	-.30	.25
				.016	.109	1.000	-.30	.34
	6-10 Years	1-5 yrs Years	11-15 Years	-.038	.046	.982	-.17	.10
			16-20 Years	-.012	.059	1.000	-.19	.16
			21-25 Years	-.159	.065	.181	-.35	.03
			26-30 Years	-.052	.101	.999	-.35	.25
			>30 Years	-.063	.097	.995	-.35	.22
				-.022	.112	1.000	-.35	.31
	11-15 Years	1-5 yrs Years		-.026	.052	.999	-.18	.13

	6-10 Years	.012	.059	1.000	-.16	.19
	16-20 Years	-.147	.070	.350	-.35	.06
	21-25 Years	-.040	.104	1.000	-.35	.27
	26-30 Years	-.050	.100	.999	-.35	.25
	>30 Years	-.010	.115	1.000	-.35	.33
16-20 Years	1-5 yrs Years	.121	.059	.377	-.05	.30
	6-10 Years	.159	.065	.181	-.03	.35
	11-15 Years	.147	.070	.350	-.06	.35
	21-25 Years	.108	.108	.954	-.21	.43
	26-30 Years	.097	.104	.967	-.21	.40
21-25 Years	>30 Years	.138	.118	.907	-.21	.49
	1-5 yrs Years	.014	.097	1.000	-.27	.30
	6-10 Years	.052	.101	.999	-.25	.35
	11-15 Years	.040	.104	1.000	-.27	.35
	16-20 Years	-.108	.108	.954	-.43	.21
26-30 Years	26-30 Years	-.011	.130	1.000	-.39	.37
	>30 Years	.030	.141	1.000	-.39	.45
	1-5 yrs Years	.025	.093	1.000	-.25	.30
	6-10 Years	.063	.097	.995	-.22	.35
	11-15 Years	.050	.100	.999	-.25	.35
	16-20 Years	-.097	.104	.967	-.40	.21

		21-25 Years	.011	.130	1.000	-.37	.39
		>30 Years	.041	.138	1.000	-.37	.45
	>30 Years	1-5 yrs Years	-.016	.109	1.000	-.34	.30
		6-10 Years	.022	.112	1.000	-.31	.35
		11-15 Years	.010	.115	1.000	-.33	.35
		16-20 Years	-.138	.118	.907	-.49	.21
		21-25 Years	-.030	.141	1.000	-.45	.39
		26-30 Years	-.041	.138	1.000	-.45	.37
Preventative healthcare	1-5 yrs Years	6-10 Years	.288 ⁺	.076	.003	.06	.51
		11-15 Years	.124	.087	.785	-.13	.38
		16-20 Years	-.066	.097	.994	-.35	.22
		21-25 Years	.716 ⁺	.161	.000	.24	1.19
		26-30 Years	.133	.154	.977	-.32	.59
		>30 Years	.078	.179	1.000	-.45	.61
	6-10 Years	1-5 yrs Years	-.288 ⁺	.076	.003	-.51	-.06
		11-15 Years	-.164	.098	.632	-.45	.13
		16-20 Years	-.354 ⁺	.108	.018	-.67	-.04
		21-25 Years	.428	.167	.140	-.07	.92
		26-30 Years	-.155	.160	.961	-.63	.32
		>30 Years	-.211	.185	.916	-.76	.34
	11-15 Years	1-5 yrs Years	-.124	.087	.785	-.38	.13

	6-10 Years	.164	.098	.632	-.13	.45
	16-20 Years	-.190	.116	.653	-.53	.15
	21-25 Years	.592 ⁺	.172	.011	.08	1.10
	26-30 Years	.009	.166	1.000	-.48	.50
	>30 Years	-.046	.190	1.000	-.61	.51
16-20 Years	1-5 yrs Years	.066	.097	.994	-.22	.35
	6-10 Years	.354 ⁺	.108	.018	.04	.67
	11-15 Years	.190	.116	.653	-.15	.53
	21-25 Years	.782 ⁺	.178	.000	.26	1.31
	26-30 Years	.200	.172	.908	-.31	.71
	>30 Years	.144	.195	.990	-.43	.72
21-25 Years	1-5 yrs Years	-.716 ⁺	.161	.000	-1.19	-.24
	6-10 Years	-.428	.167	.140	-.92	.07
	11-15 Years	-.592 ⁺	.172	.011	-1.10	-.08
	16-20 Years	-.782 ⁺	.178	.000	-1.31	-.26
	26-30 Years	-.583	.214	.094	-1.22	.05
	>30 Years	-.639	.233	.090	-1.33	.05
26-30 Years	1-5 yrs Years	-.133	.154	.977	-.59	.32
	6-10 Years	.155	.160	.961	-.32	.63
	11-15 Years	-.009	.166	1.000	-.50	.48
	16-20 Years	-.200	.172	.908	-.71	.31

		21-25 Years	.583	.214	.094	-.05	1.22
		>30 Years	-.056	.228	1.000	-.73	.62
	>30 Years	1-5 yrs Years	-.078	.179	1.000	-.61	.45
		6-10 Years	.211	.185	.916	-.34	.76
		11-15 Years	.046	.190	1.000	-.51	.61
		16-20 Years	-.144	.195	.990	-.72	.43
		21-25 Years	.639	.233	.090	-.05	1.33
		26-30 Years	.056	.228	1.000	-.62	.73
Recognise limitations	1-5 yrs Years	6-10 Years	.117	.050	.239	-.03	.27
		11-15 Years	.117	.058	.402	-.05	.29
		16-20 Years	.154	.065	.210	-.04	.35
		21-25 Years	.158	.107	.760	-.16	.47
		26-30 Years	.166	.102	.671	-.14	.47
		>30 Years	.311	.119	.126	-.04	.66
	6-10 Years	1-5 yrs Years	-.117	.050	.239	-.27	.03
		11-15 Years	.000	.065	1.000	-.19	.19
		16-20 Years	.037	.072	.999	-.17	.25
		21-25 Years	.041	.111	1.000	-.29	.37
		26-30 Years	.049	.107	.999	-.27	.36
		>30 Years	.194	.123	.698	-.17	.56
	11-15 Years	1-5 yrs Years	-.117	.058	.402	-.29	.05

	6-10 Years	.000	.065	1.000	-.19	.19
	16-20 Years	.038	.077	.999	-.19	.27
	21-25 Years	.041	.115	1.000	-.30	.38
	26-30 Years	.049	.110	.999	-.28	.38
	>30 Years	.194	.126	.722	-.18	.57
	16-20 Years	-0.154	.065	.210	-.35	.04
	6-10 Years	-.037	.072	.999	-.25	.17
—	11-15 Years	-.038	.077	.999	-.27	.19
	21-25 Years	.004	.119	1.000	-.35	.35
	26-30 Years	.011	.114	1.000	-.33	.35
	>30 Years	.157	.130	.892	-.23	.54
	21-25 Years	-0.158	.107	.760	-.47	.16
—	6-10 Years	-.041	.111	1.000	-.37	.29
	11-15 Years	-.041	.115	1.000	-.38	.30
	16-20 Years	-.004	.119	1.000	-.35	.35
	26-30 Years	.008	.143	1.000	-.41	.43
	>30 Years	.153	.155	.957	-.31	.61
26-30 Years	1-5 yrs Years	-0.166	.102	.671	-.47	.14
	6-10 Years	-.049	.107	.999	-.36	.27
	11-15 Years	-.049	.110	.999	-.38	.28
	16-20 Years	-.011	.114	1.000	-.35	.33

		21-25 Years		-.008	.143	1.000	-.43	.41
		>30 Years		.145	.152	.963	-.30	.59
	>30 Years	1-5 yrs Years		-.311	.119	.126	-.66	.04
		6-10 Years		-.194	.123	.698	-.56	.17
		11-15 Years		-.194	.126	.722	-.57	.18
		16-20 Years		-.157	.130	.892	-.54	.23
		21-25 Years		-.153	.155	.957	-.61	.31
		26-30 Years		-.145	.152	.963	-.59	.30
Extended scope	1-5 yrs Years	6-10 Years		-.021	.083	1.000	-.26	.22
		11-15 Years		-.091	.094	.962	-.37	.19
		16-20 Years		-.029	.106	1.000	-.34	.28
		21-25 Years		-.207	.176	.902	-.73	.31
		26-30 Years		-.297	.168	.567	-.79	.20
		>30 Years		.219	.196	.922	-.36	.80
	6-10 Years	1-5 yrs Years		.021	.083	1.000	-.22	.26
		11-15 Years		-.070	.107	.995	-.39	.25
		16-20 Years		-.009	.117	1.000	-.36	.34
		21-25 Years		-.186	.183	.949	-.73	.35
		26-30 Years		-.277	.175	.695	-.79	.24
		>30 Years		.240	.202	.899	-.36	.84
	11-15 Years	1-5 yrs Years		.091	.094	.962	-.19	.37

	6-10 Years	.070	.107	.995	-.25	.39
	16-20 Years	.062	.126	.999	-.31	.43
	21-25 Years	-.116	.188	.996	-.67	.44
	26-30 Years	-.206	.181	.915	-.74	.33
	>30 Years	.310	.207	.747	-.30	.92
16-20 Years	1-5 yrs Years	.029	.106	1.000	-.28	.34
	6-10 Years	.009	.117	1.000	-.34	.36
	11-15 Years	-.062	.126	.999	-.43	.31
	21-25 Years	-.177	.194	.971	-.75	.40
	26-30 Years	-.268	.187	.786	-.82	.29
	>30 Years	.248	.213	.906	-.38	.88
21-25 Years	1-5 yrs Years	.207	.176	.902	-.31	.73
	6-10 Years	.186	.183	.949	-.35	.73
	11-15 Years	.116	.188	.996	-.44	.67
	16-20 Years	.177	.194	.971	-.40	.75
	26-30 Years	-.091	.234	1.000	-.78	.60
	>30 Years	.426	.254	.634	-.33	1.18
26-30 Years	1-5 yrs Years	.297	.168	.567	-.20	.79
	6-10 Years	.277	.175	.695	-.24	.79
	11-15 Years	.206	.181	.915	-.33	.74
	16-20 Years	.268	.187	.786	-.29	.82

		21-25 Years	.091	.234	1.000	-.60	.78
		>30 Years	.516	.249	.370	-.22	1.25
	>30 Years	1-5 yrs Years	-.219	.196	.922	-.80	.36
		6-10 Years	-.240	.202	.899	-.84	.36
		11-15 Years	-.310	.207	.747	-.92	.30
		16-20 Years	-.248	.213	.906	-.88	.38
		21-25 Years	-.426	.254	.634	-1.18	.33
		26-30 Years	-.516	.249	.370	-1.25	.22
Use reflection	1-5 yrs Years	6-10 Years	.033	.047	.993	-.11	.17
		11-15 Years	-.043	.054	.985	-.20	.12
		16-20 Years	.083	.061	.818	-.10	.26
		21-25 Years	.187	.100	.501	-.11	.48
		26-30 Years	.285 ⁺	.096	.046	.00	.57
		>30 Years	.262	.112	.222	-.07	.59
	6-10 Years	1-5 yrs Years	-.033	.047	.993	-.17	.11
		11-15 Years	-.076	.061	.875	-.26	.10
		16-20 Years	.050	.067	.989	-.15	.25
		21-25 Years	.154	.104	.755	-.15	.46
		26-30 Years	.252	.100	.151	-.04	.55
		>30 Years	.229	.115	.422	-.11	.57

11-15 Years	1-5 yrs Years	.043	.054	.985	-.12	.20
	6-10 Years	.076	.061	.875	-.10	.26
	16-20 Years	.126	.072	.579	-.09	.34
	21-25 Years	.230	.107	.326	-.09	.55
	26-30 Years	.329 ⁺	.103	.025	.02	.63
	>30 Years	.305	.118	.132	-.04	.65
16-20 Years	1-5 yrs Years	-.083	.061	.818	-.26	.10
	6-10 Years	-.050	.067	.989	-.25	.15
	11-15 Years	-.126	.072	.579	-.34	.09
	21-25 Years	.104	.111	.966	-.22	.43
	26-30 Years	.202	.107	.486	-.11	.52
	>30 Years	.179	.121	.759	-.18	.54
21-25 Years	1-5 yrs Years	-.187	.100	.501	-.48	.11
	6-10 Years	-.154	.104	.755	-.46	.15
	11-15 Years	-.230	.107	.326	-.55	.09
	16-20 Years	-.104	.111	.966	-.43	.22
	26-30 Years	.098	.133	.990	-.30	.49
	>30 Years	.075	.145	.999	-.35	.50
26-30 Years	1-5 yrs Years	-.285 ⁺	.096	.046	-.57	.00
	6-10 Years	-.252	.100	.151	-.55	.04

	11-15 Years	-.329*	.103	.025	-.63	-.02
	16-20 Years	-.202	.107	.486	-.52	.11
	21-25 Years	-.098	.133	.990	-.49	.30
	>30 Years	-.023	.142	1.000	-.44	.40
>30 Years	1-5 yrs Years	-.262	.112	.222	-.59	.07
	6-10 Years	-.229	.115	.422	-.57	.11
	11-15 Years	-.305	.118	.132	-.65	.04
	16-20 Years	-.179	.121	.759	-.54	.18
	21-25 Years	-.075	.145	.999	-.50	.35
	26-30 Years	.023	.142	1.000	-.40	.44

*.The mean difference is significant at the 0.05 level.

Appendix J: Reproduced Residual Correlation Matrix (7 factor solution)

		Reproduced Correlations						
		Factor_1	Factor_2	Factor_3	Factor_4	Factor_5	Factor_6	Factor_7
Residual	Factor_1							
	Factor_2	-.015						
	Factor_3	-.045	.006					
	Factor_4	-.041	.030	-.103				
	Factor_5	-.049	-.092	-.035	-.082			
	Factor_6	-.057	-.052	-.090	-.030	.006		
	Factor_7	-.046	-.090	-.111	-.025	-.037	.022	

Appendix K: Factors meeting Rasch Model Requirements

Factor 3 (Scientific Approach to Patient Care) Rasch Analysis ($n=872$)

		Infit statistics		Outfit statistics				
Item	Logit Score	MnSq	ZSTD	MnSq	ZSTD	DIF Age	DIF Gender	DIF Length of Service
Critical thinking (4)	1.75	.95	-.7	1.14	3.7			
Think critically (13)	-.63	1.00	.1	.87	-1.1			
Enquiry and research (2)	-1.12	.81	-2.3	.80	-1.7			
Item reliability overall scale: 0.99								
Variance explained by measures: 57.4%								

* Underlying values indicate that the MnSq or ZSTD values were beyond the misfitting criteria, e.g., MnSq > 1.4 or ZSTD > 2.0.

* DIF exists if contrast >0.50 and $p < 0.001$

* Abbreviations: MnSq, mean square and ZSTD, standardised Z value, DIF, differential item functioning.

Factor 4 (Paramedic and Society) Rasch Analysis ($n=872$)

		Infit statistics		Outfit statistics				
Item	Logit Score	MnSq	ZSTD	MnSq	ZSTD	DIF Age	DIF Gender	DIF Length of Service
Broader health system (23)	.08	1.07	1.2	1.01	.2			
Patients point of view (8)	.55	1.07	1.1	.93	-.9			
Culturally sensitive (12)	.41	.99	-.2	.92	-.9			
Understand their role (9)	-1.04	.80	-3.4	.75	-3.1			
Item reliability overall scale: 0.97								
Variance explained by measures: 51%								

* Underlying values indicate that the MnSq or ZSTD values were beyond the misfitting criteria, e.g., MnSq > 1.4 or ZSTD > 2.0.

* DIF exists if contrast >0.50 and $p < 0.001$

* Abbreviations: MnSq, mean square and ZSTD, standardised Z value, DIF, differential item functioning.

Factor 5 (Commitment to Professional and Health Care Outcomes) Rasch Analysis ($n=872$)

		Infit statistics		Outfit statistics				
Item	Logit Score	MnSq	ZSTD	MnSq	ZSTD	DIF Age	DIF Gender	DIF Length of Service
Evidence based practice (10)	.10	1.33	<u>4.4</u>	1.34	4.4			√
Self-directed (28)	.44	1.17	1.9	1.34	3.5			√
Responsibility for quality care (41)	.04	1.05	.7	.95	-.5		√	
Self-development (17)	-.47	.89	-1.5	.80	<u>-2.4</u>		√	
Interdisciplinary team (18)	-0.1	.85	-2.1	.84	-1.8			
Item reliability overall scale: 0.98								
Variance explained by measures: 58.2%								

* Underlying values indicate that the MnSq or ZSTD values were beyond the misfitting criteria, e.g., MnSq > 1.4 or ZSTD > 2.0.

* DIF exists if contrast >0.50 and $p < 0.001$

* Abbreviations: MnSq, mean square and ZSTD, standardised Z value, DIF, differential item functioning.