

TABLE 7A
ADAPTABILITY FACTOR ANALYSIS - Individual Level

Kaiser-Meyer-Olkin Measure of Sampling Adequacy = .894
Bartlett Test of Sphericity = 1943.644, Significance = .000
n = 82

FACTOR MATRIX					
	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
REASONABLERISK	0.820	0.241	-0.014	0.091	-0.277
CREATIVITY	0.663	0.247	0.209	0.333	0.050
VALUCUSTOMERS	0.652	-0.057	0.198	0.296	0.307
EXPERIMENTATION	0.634	0.147	0.292	0.315	0.238
VALUEEMPLOYEES	0.592	0.333	0.185	0.377	0.140
INDEPENDENTACTION	0.546	0.167	0.106	0.477	-0.393
ROLEREDEFINITION	0.532	0.524	0.353	0.153	0.045
RESPONDTOCHANGE	0.526	0.256	0.409	0.264	0.286
USEFULCHANGE	0.510	0.467	0.168	0.346	0.154
CULTURECHANGE	0.505	0.386	0.422	0.083	0.131
VITALITY	0.422	0.284	0.361	0.347	0.241
TIMELYDECISIONS	0.069	0.777	0.021	0.209	-0.106
FREQUENTMEETINGS	0.126	0.720	0.156	0.071	0.132
SUPPORTIMPLEMENT	0.254	0.655	0.246	0.494	0.061
RECEPTIVETOCHANGE	0.335	0.646	0.437	0.115	0.080
SUPPORTPROBIDENT	0.149	0.617	0.199	0.592	0.210
NEWSTRATEGIES	0.435	0.559	0.498	0.105	0.186
ENTHUSIASTIC	0.312	0.554	0.436	0.357	-0.049
TRUSTOTHERS	0.291	0.496	0.359	0.433	-0.028
ADJUSTQUICKLY	-0.078	-0.179	-0.804	-0.123	0.070
KEEPUPWITHCHANGES	-0.263	-0.191	-0.746	-0.077	-0.085
COPE/EMERGENCIES	-0.057	0.034	-0.742	-0.384	0.056
ANTICIPATEPROBLEMS	-0.123	-0.276	-0.721	-0.164	-0.096
DOWHATIT TAKES	0.393	0.486	0.541	0.243	0.175
IDENTIFYCOMPETITION	0.427	0.216	0.501	0.147	0.215
TOLERATEOPINIONS	0.366	0.115	0.180	0.731	0.044
CONSENSUS/PRIORITY	0.210	0.291	0.185	0.728	0.004
CONFIDENCEINOTHERS	0.316	0.490	0.297	0.496	0.204
XTRNLCONSTITUENTS	0.287	0.239	0.264	0.475	0.137
VALUEOWNERS	0.115	0.109	0.041	0.082	0.823
Eigenvalue	14.669	1.822	1.599	1.287	1.113
% of Variance Explained	48.9	6.1	5.3	4.3	3.7
Cummulative %	48.9	55	60.3	64.6	68.3