

Additional file 4. Correlations between subscales- based on short version

		Rout I	Rout II	Rout III	Skills	Docu	Mat	Refl
Rout I	r		0.84*	0.66*	0.71*	0.68*	0.53*	0.48*
	N		85	80	62	71	72	83
Rout II	r			0.59*	0.65*	0.58*	0.57*	0.44*
	N			81	65	70	72	85
Rout III	r				0.64*	0.49*	0.49*	0.57*
	N				62	73	72	81
Skills	r					0.68*	0.50*	0.70*
	N					60	57	65
Docu	r						0.59*	0.52*
	N						67	71
Mat	r							0.34*
	N							72
Refl	r							
	N							

Note. * $p < .01$. ^arout I = Routinization I. rout II = Routinization II. rout III = Routinization III. Skills = Institutionalization of Skills. Docu = Institutionalization of Documentation Materials. Mat = Institutionalization of Practical Materials. Refl = Institutionalization of Team Reflection