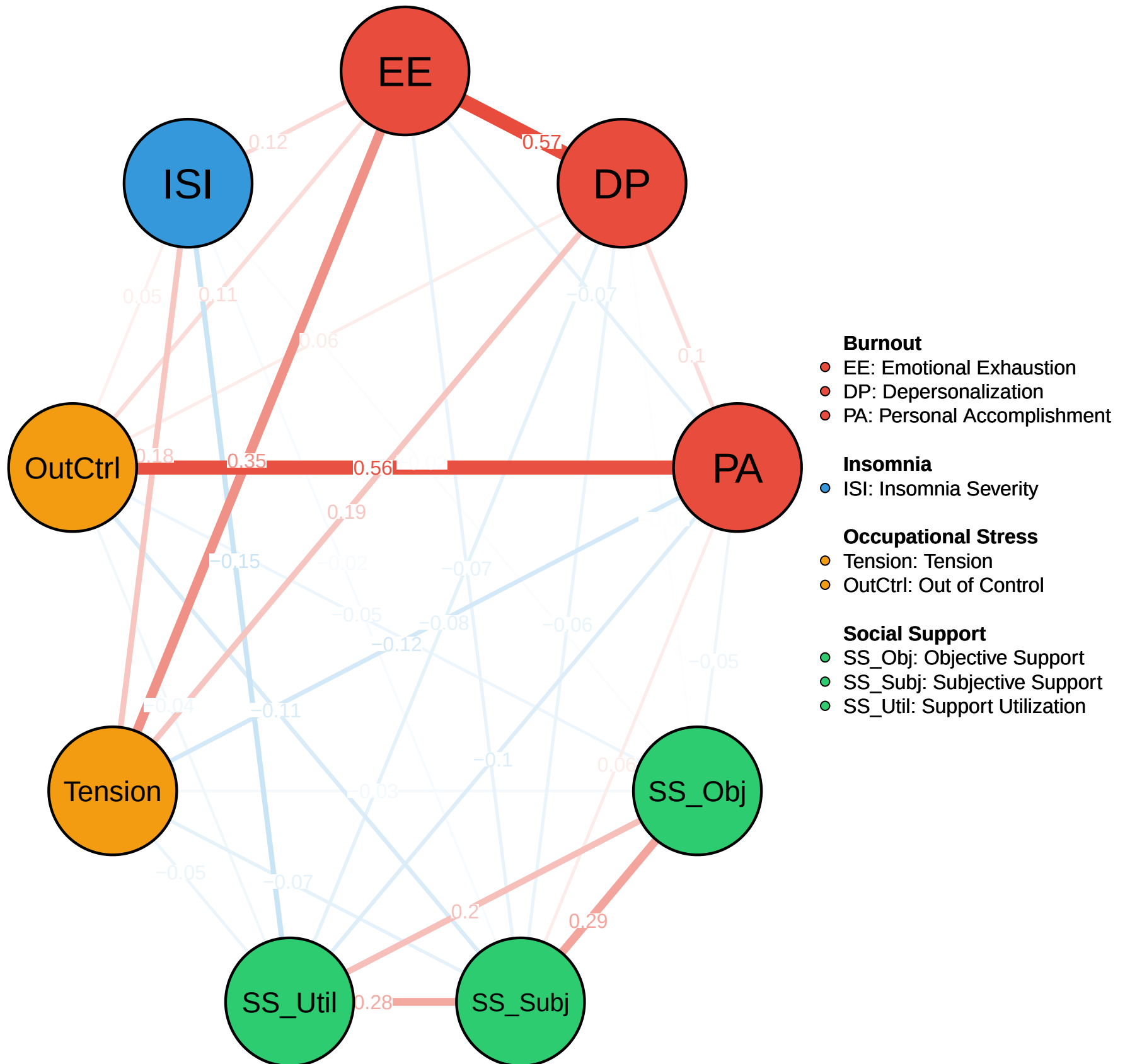


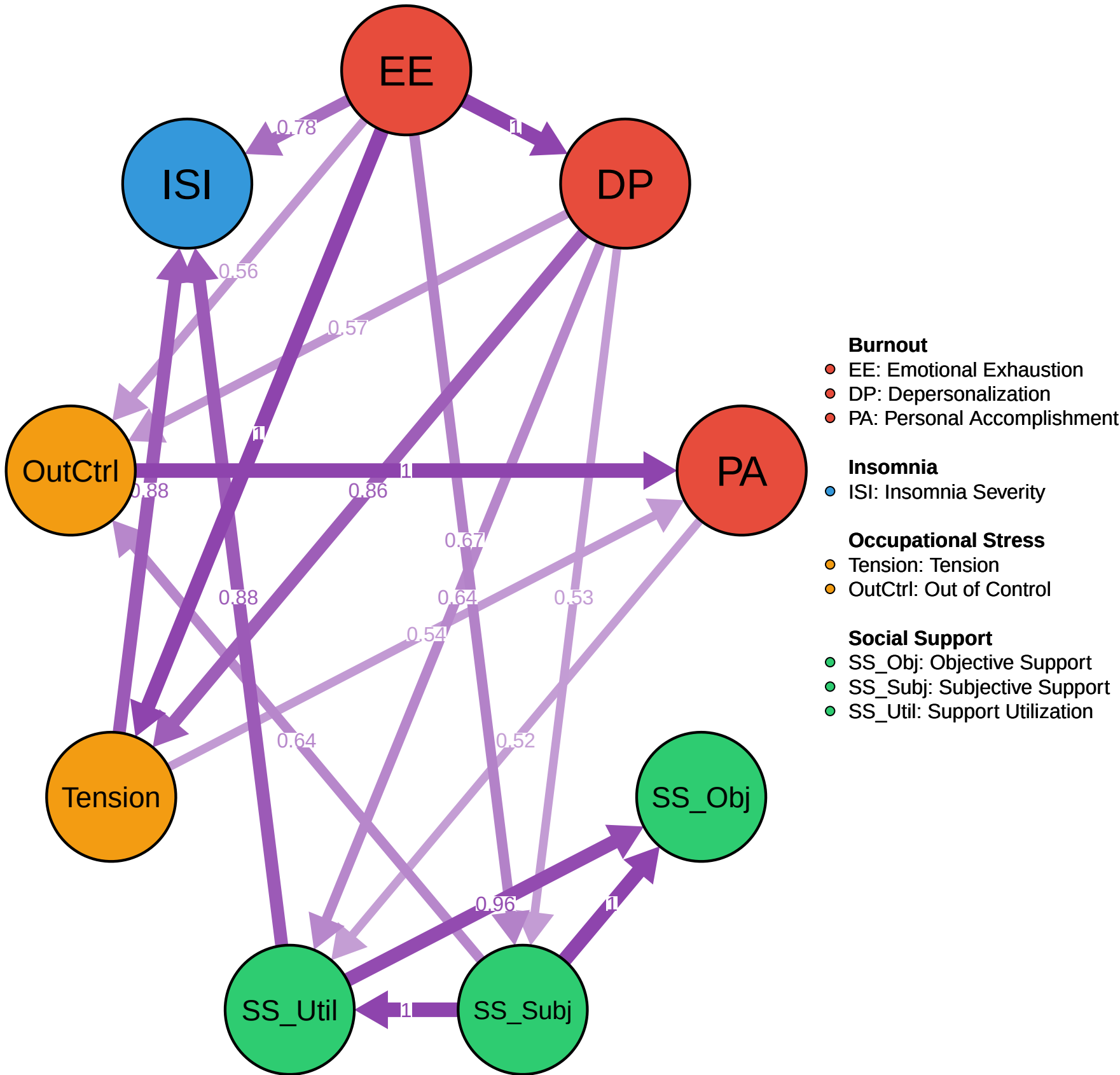
Additional file 2 — Supplementary Figures R1–R17

- Figure R01 GGM after nonparanormal normalization
- Figure R02 BN after nonparanormal normalization
- Figure R03 BN centrality (out-degree / in-degree / Markov blanket)
- Figure R04 $\text{do}(X=-1\text{SD})$ intervention effect heatmap
- Figure R05 BN model selection (maxp x score grid)
- Figure R06 GGM — unregularized partial correlations
- Figure R07 GGM — ggmModSelect (stepwise) network
- Figure R08 GGM — covariate-residualized network
- Figure R09 BN — covariate-residualized network
- Figure R10 GGM — tenure ≥ 1 year subsample
- Figure R11 BN — selected maxp=4 confirmatory network
- Figure R12 Bridge centrality (theoretical communities)
- Figure R13 Bootstrapped edge-weight 95% CIs
- Figure R14 Centrality stability (case-dropping bootstrap)
- Figure R15 Edge-weight bootstrap difference test
- Figure R16 Strength centrality bootstrap difference test
- Figure R17 Expected-influence bootstrap difference test

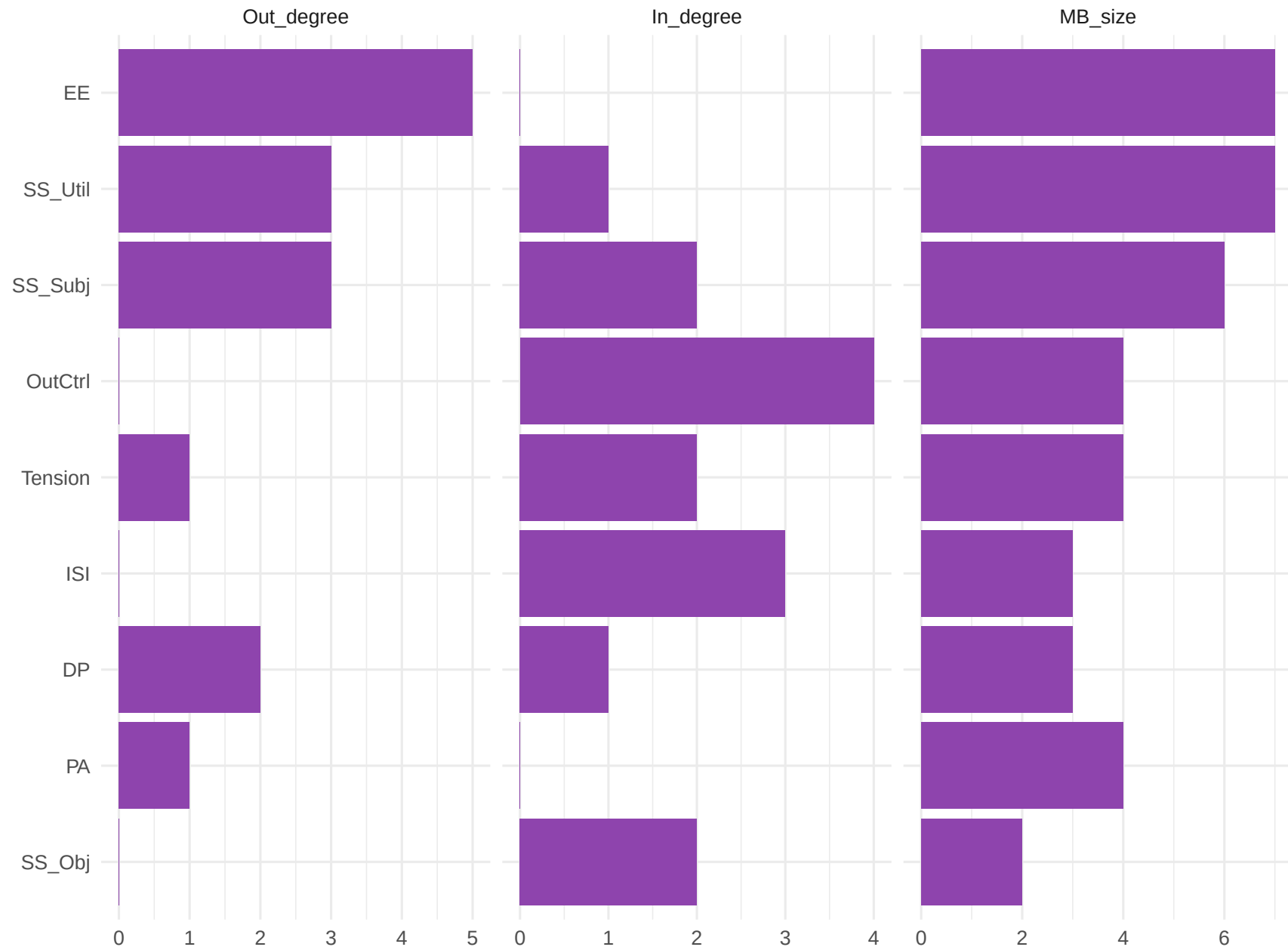
GGM after nonparanormal (huge, shrinkage) ($\gamma = 0.50$)



Bayesian network after nonparanormal (huge, shrinkage) (threshold = 0.50)

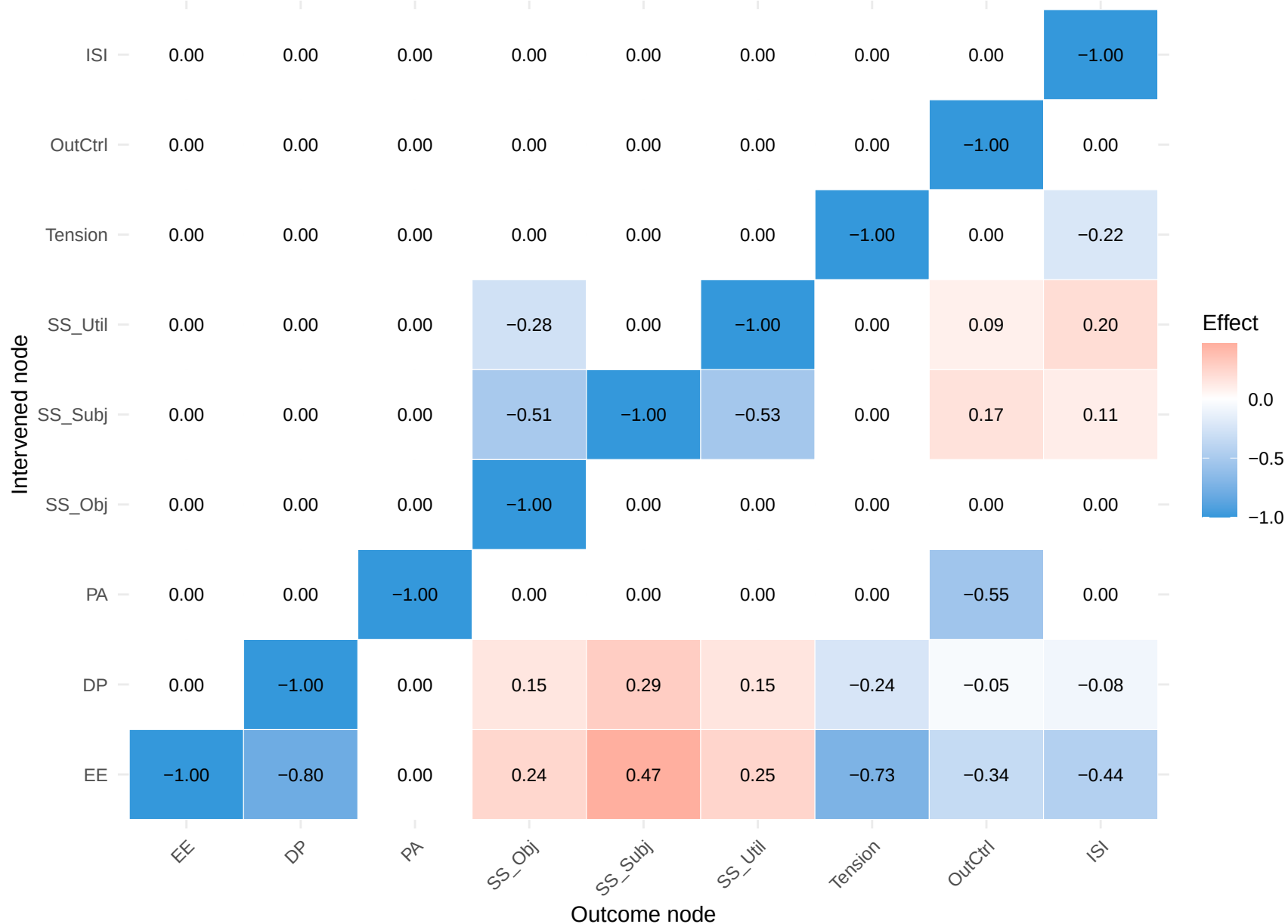


Centrality in the bootstrap-averaged Bayesian network

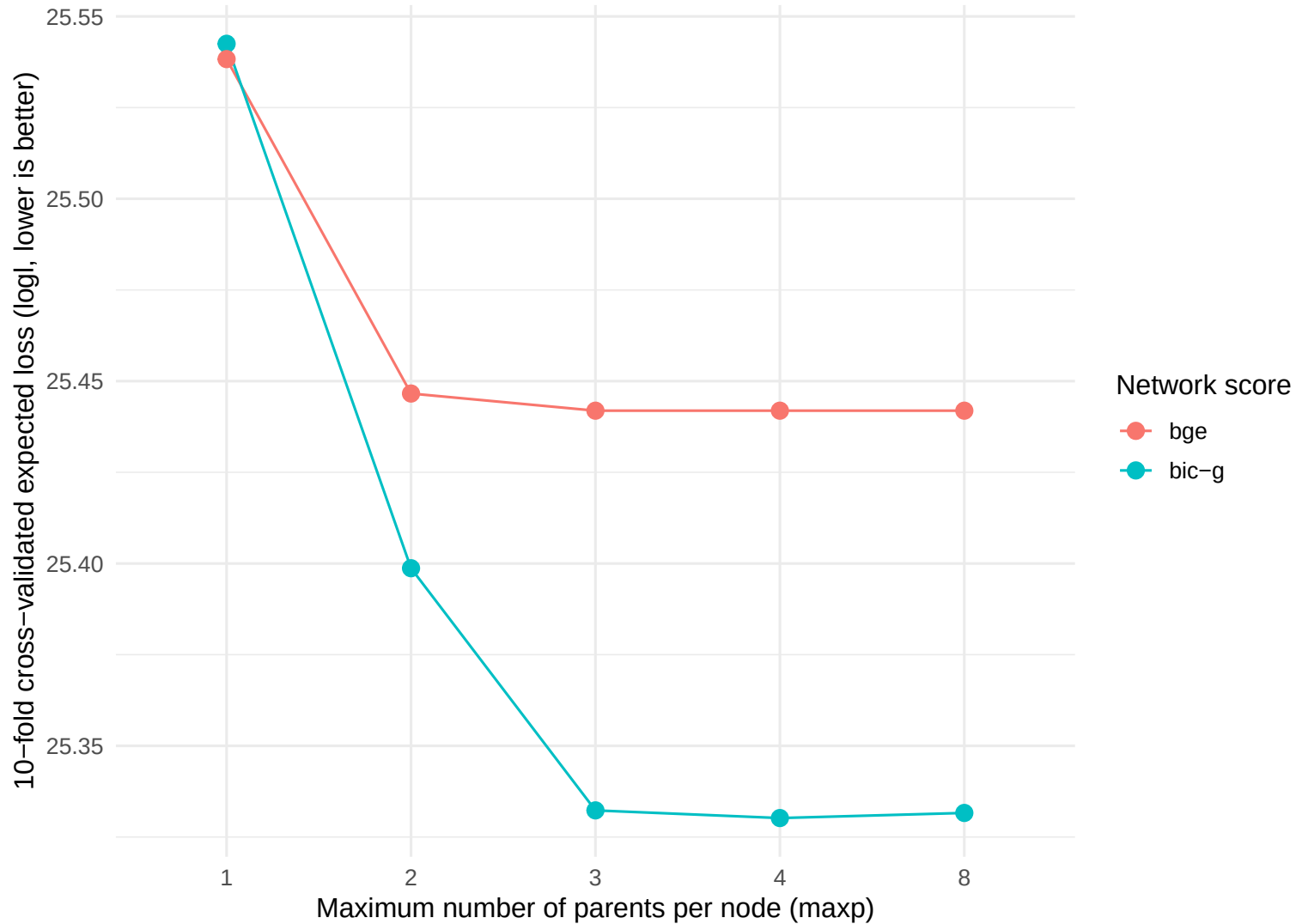


Model-implied effect of do(node = -1 SD) on every other node

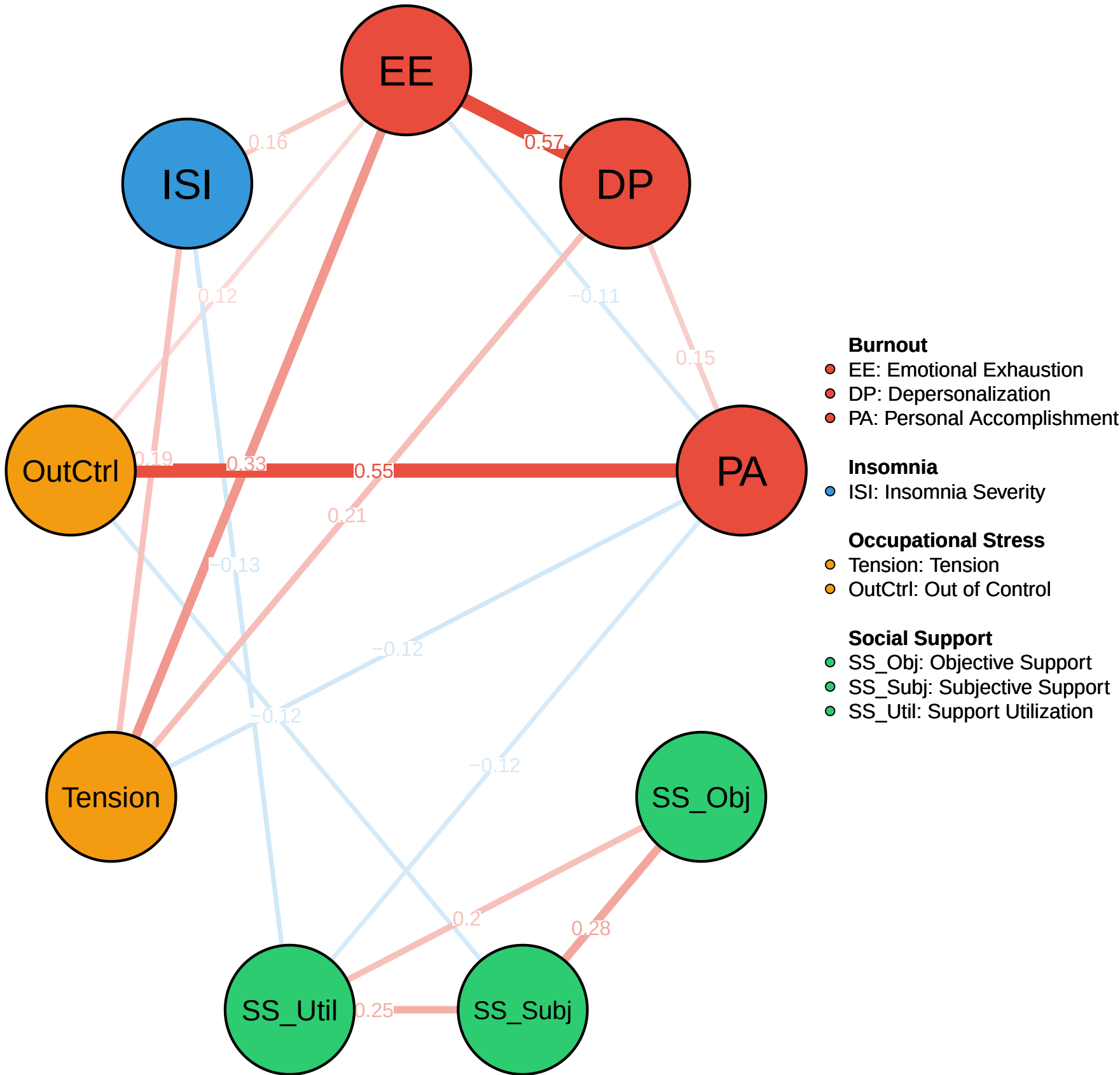
Linear Gaussian Bayesian network; SD units; assumes the DAG is causally correct



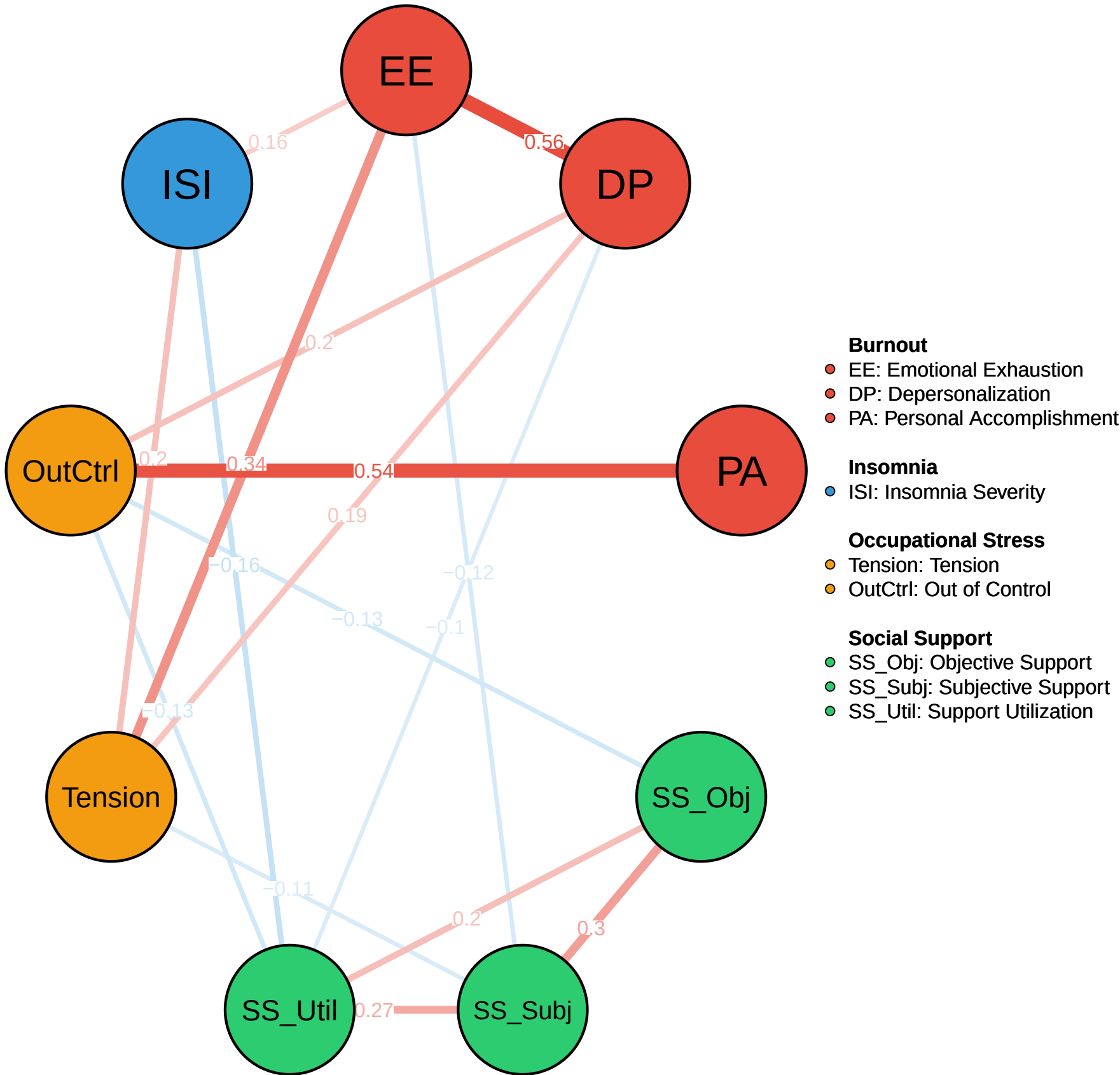
Bayesian network model selection



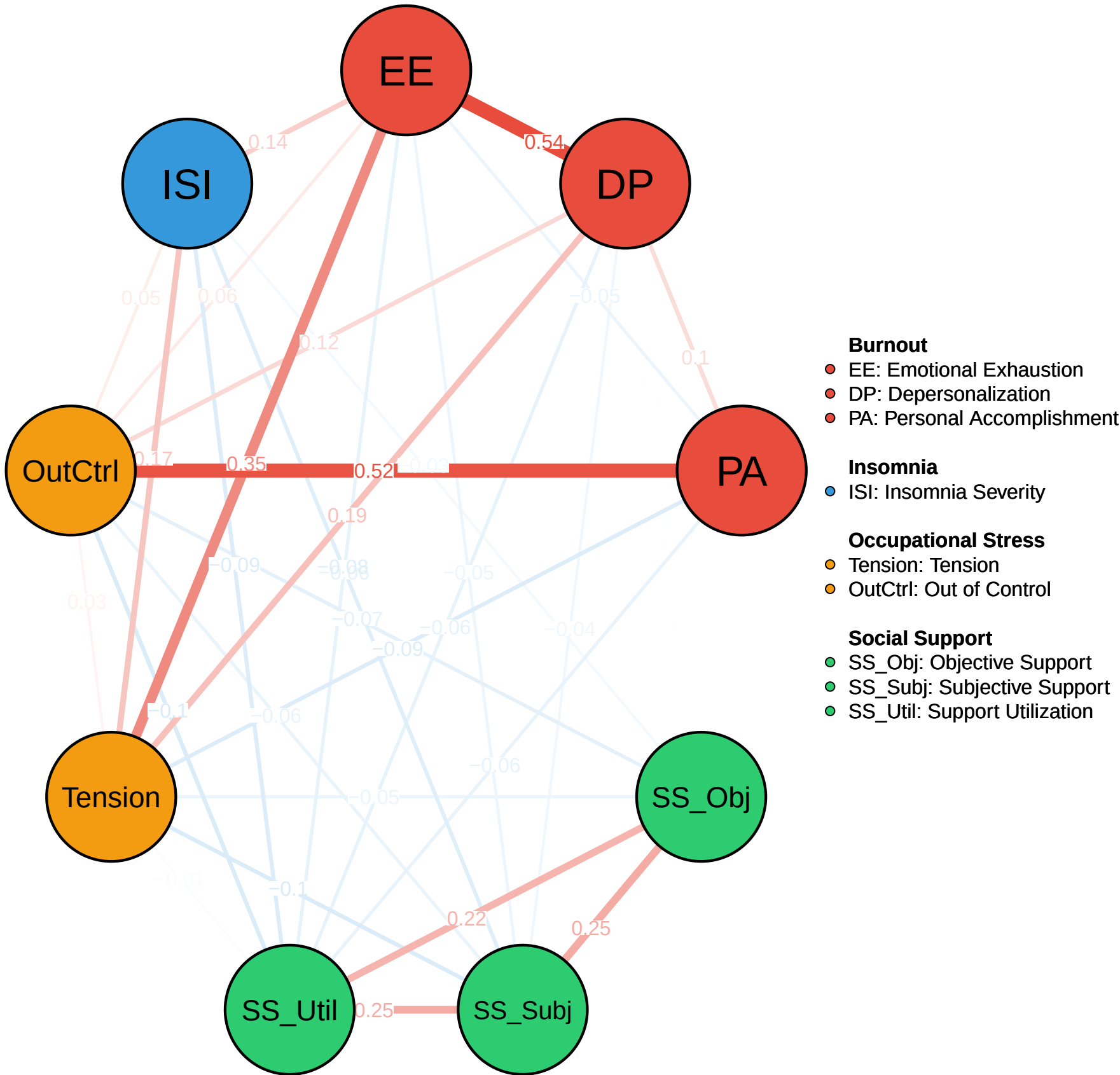
Unregularized partial correlation network (significance–pruned, alpha = .05)



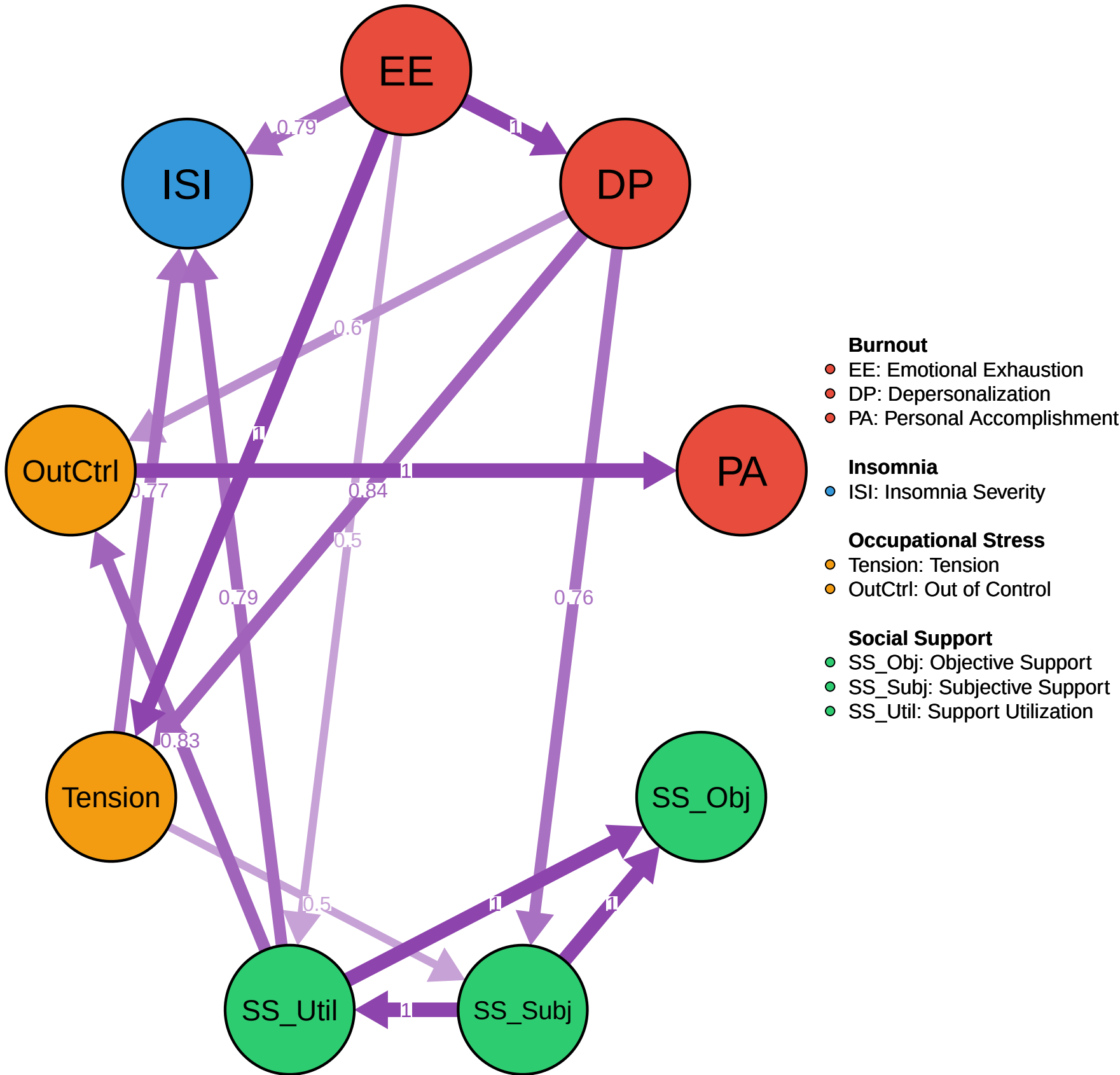
ggmModSelect network (non-regularized, stepwise)



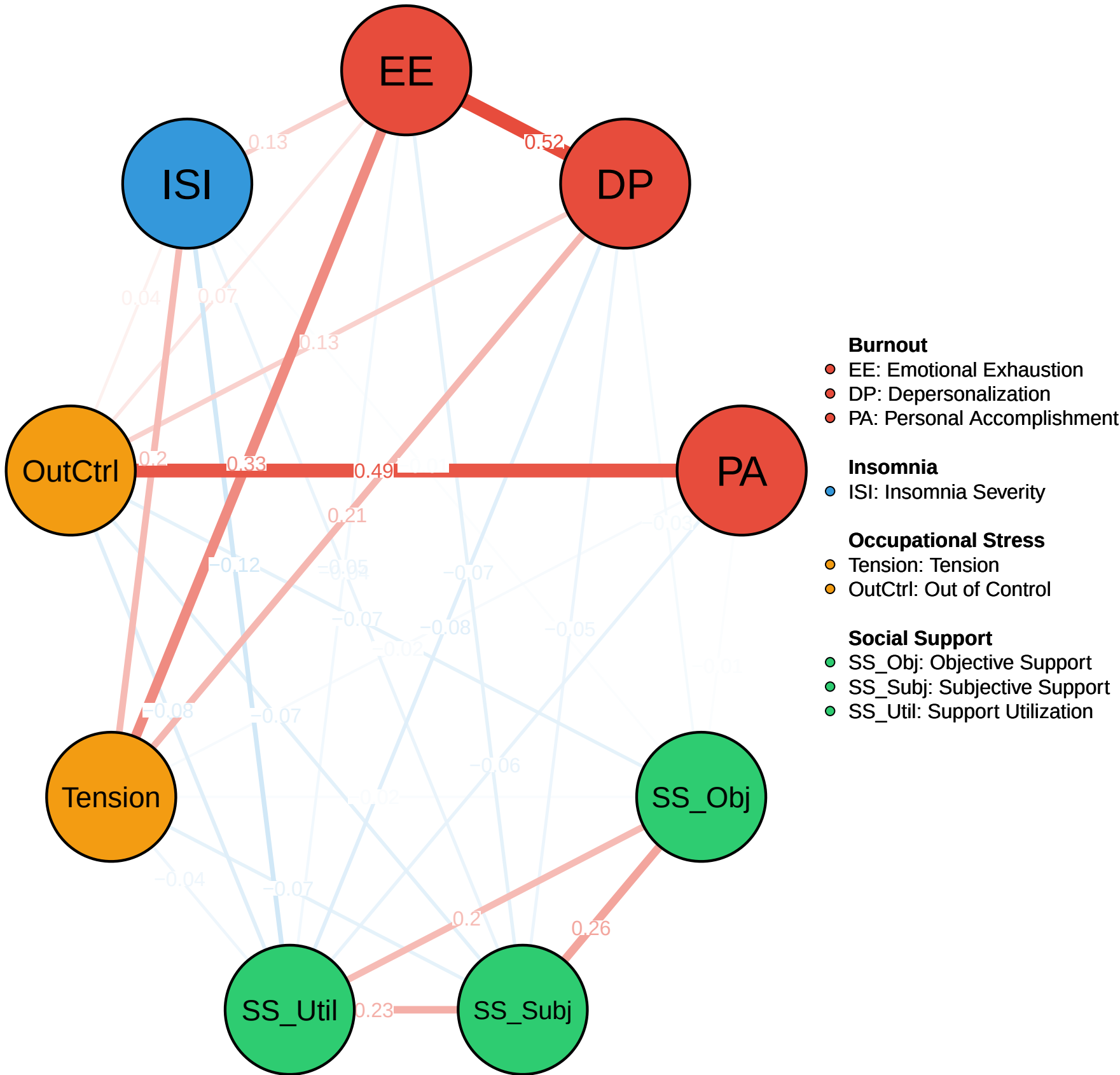
GGM after residualizing on Age + WorkYears + Gender + Education



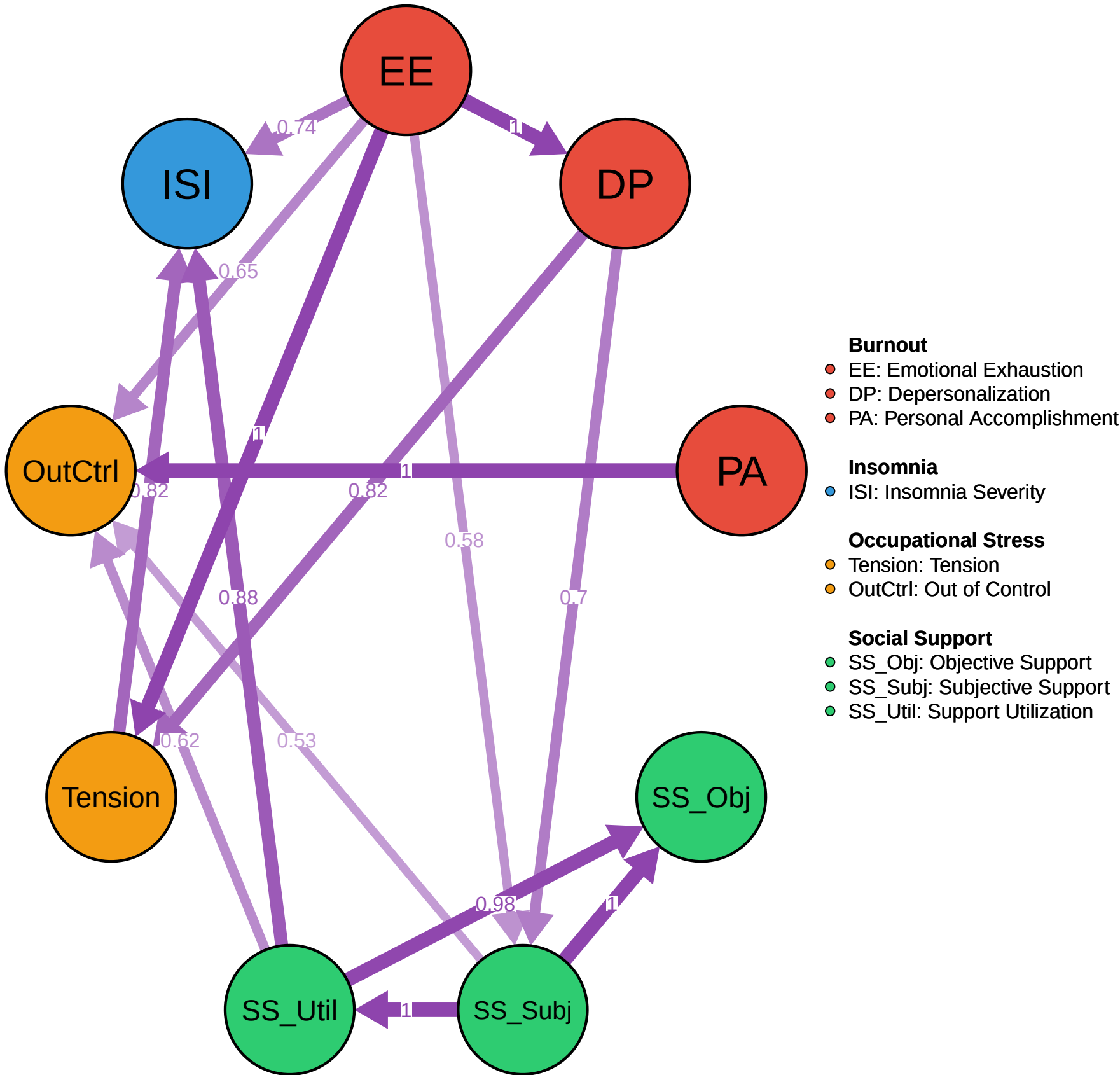
Bayesian network after residualizing on covariates



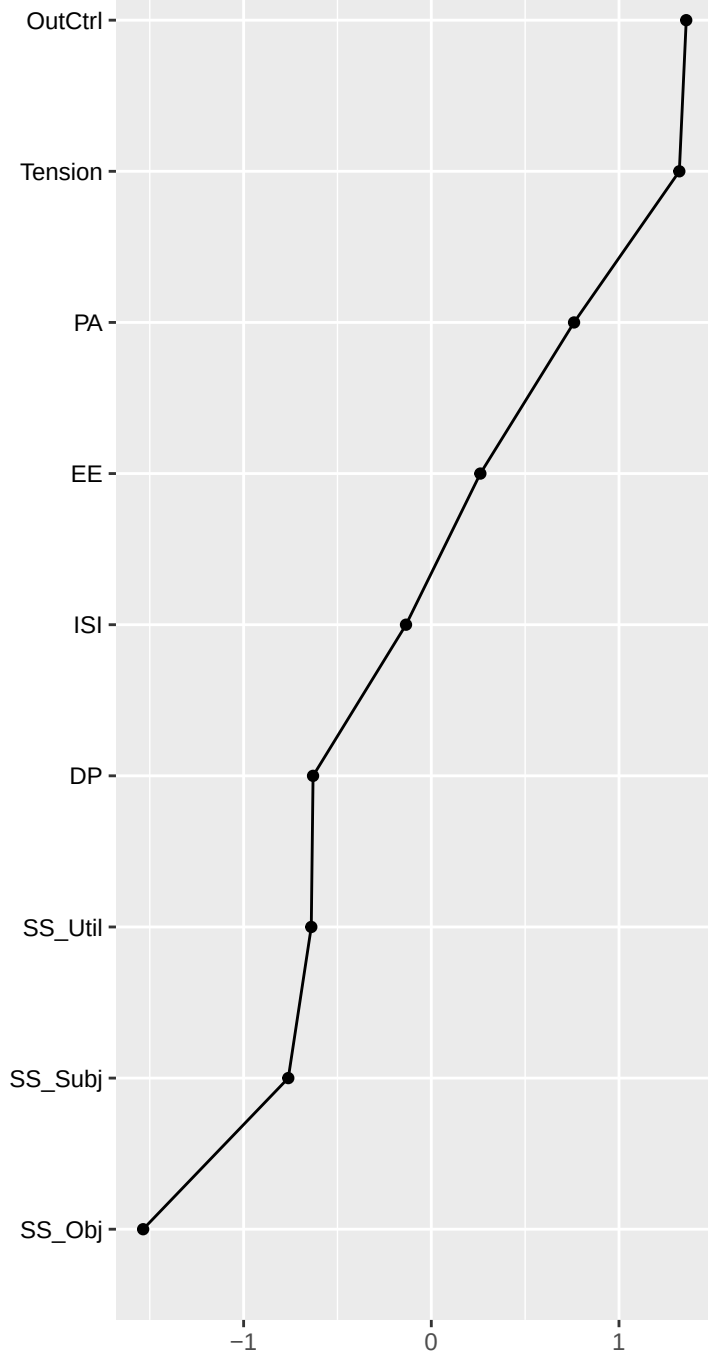
GGM excluding tenure < 1 year (N = 349)



Bootstrap-averaged Bayesian network under maxp = 4 (threshold = 0.50)



Bridge Strength



Bridge Expected Influence (1-step)

