

Appendix F: Inter-rater Agreement of RGT 1st Attempt

Researcher / Collaborator	1. Consider subs	2. PS & DM	3. Adapt to environ	4. Motivate development	5. Mgmt skills/traits	6. Comm patterns	7. Performance/Results	8. Approp 'fit'	9. Role model	10. Trust security	11. Future orient	12. Locus of control	13. Self-dev	14. Misc	Total
1. Consider subs	48	2		1	2	1	3		1					1	59
2. PS & DM		34	1												35
3. Adapt to environ			28	2	6		4	4		1		5			50
4. Motivate develop subs		1		33											34
5. Mgmt skills/traits	1				26										27
6. Comm patterns		1				19									20
7. Perform/Results orientated							17								17
8. Approp 'fit'								16							16
9. Role model		1							12				1		14
10. Trust security										12					12
11. Future orient											8				8
12. Locus of control	2	2	1					1				7			13
13. Self-dev													5		5
14. Misc														0	0
Total	51	41	30	36	34	20	24	21	13	13	8	12	6	1	310
Percentage Similarity: 100*265/310= 85.48%															
Total number	310														
Pr(a)	0.85														
Pr(e)	0.10														
Kappa	0.84														
$\kappa = \frac{\text{Pr}(a) - \text{Pr}(e)}{1 - \text{Pr}(e)}$															