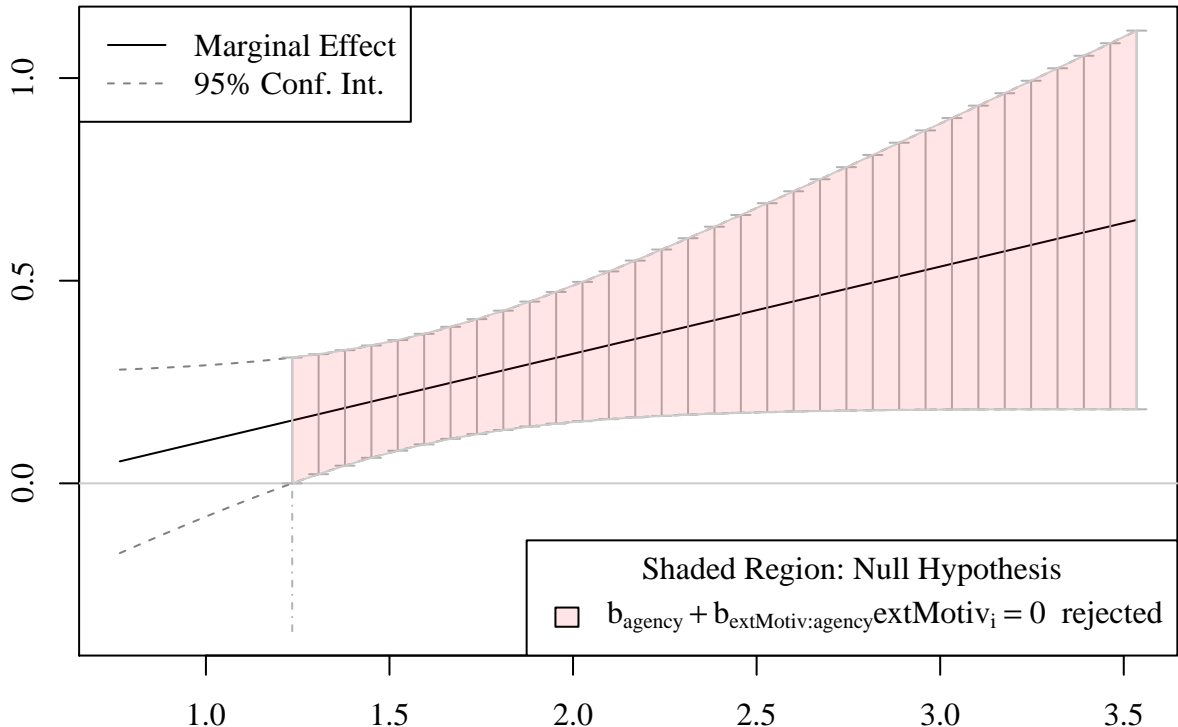


Marginal Effect of agency: $(\hat{b}_{\text{agency}} + \hat{b}_{\text{extMotiv:agency}} \text{extMotiv}_i)$



1.24

The Moderator: extMotiv

— Marginal Effect
- - - 95% Conf. Int.

Shaded Region: Null Hypothesis
 $b_{\text{agency}} + b_{\text{extMotiv:agency}} \text{extMotiv}_i = 0$ rejected