

Supplementary Digital Content: Individual cultural competence of health care professionals in the COMETH study in Belgium 1  
 between 2010 and 2012 (n = 436), as predicted by the cultural competence of the leaders, by area of cultural competence: complete bivariate and multivariate regression models

**The REG Procedure**  
**Bivariate Model**  
**Dependent Variable: Individual Total Competence**

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	4236.69023	4236.69023	20.61	<.0001
Error	434	89233	205.60689		
Corrected Total	435	93470			
Root MSE		14.33900	R-Square	0.0453	
Dependent Mean		45.54587	Adj R-Sq	0.0431	
Coeff Var		31.48254			

Parameter Estimates													
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			Variance Inflation	95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t					
Intercept	1	28.48494	3.82067	7.46	<.0001	5.05161	5.64	<.0001	0	20.97563	35.99425	18.55629	38.41359
Leader Total Competence	1	0.36746	0.08095	4.54	<.0001	0.10296	3.57	0.0004	1.00000	0.20836	0.52656	0.16510	0.56981

**The REG Procedure**  
**Multivariate Model**  
**Dependent Variable Individual Total Competence**

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	5	8579.92120	1715.98424	10.97	<.0001
Error	421	65827	156.35823		
Corrected Total	426	74407			
Root MSE		12.50433	R-Square	0.1153	
Dependent Mean		46.50585	Adj R-Sq	0.1048	
Coeff Var		26.88764			

Parameter Estimates													
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			Variance Inflation	95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t					
Intercept	1	38.67002	4.01951	9.62	<.0001	4.06892	9.50	<.0001	0	30.76921	46.57084	30.67210	46.66795
Leader Total Competence	1	0.06272	0.08012	0.78	0.4342	0.07623	0.82	0.4111	1.13435	-0.09477	0.22021	-0.08712	0.21256
Subjective exposure to migration	1	0.12991	0.04568	2.84	0.0047	0.04697	2.77	0.0059	1.03509	0.04013	0.21970	0.03758	0.22224
Psychiatric service	1	5.95643	1.77594	3.35	0.0009	1.61113	3.70	0.0002	1.09748	2.46561	9.44725	2.78957	9.12330
Administrative staff	1	-8.72528	1.65940	-5.26	<.0001	2.33997	-3.73	0.0002	1.00683	-11.98702	-5.46354	-13.32475	-4.12581
Geriatrics	1	-2.63418	1.66216	-1.58	0.1138	1.68441	-1.56	0.1186	1.06936	-5.90135	0.63298	-5.94509	0.67673

**The REG Procedure**  
**Bivariate Model**

**Dependent Variable: Individual Paradigm competence**

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	30.81179	30.81179	29.37	<.0001
Error	434	455.30794	1.04910		
Corrected Total	435	486.11972			
Root MSE		1.02425	R-Square	0.0634	
Dependent Mean		2.79298	Adj R-Sq	0.0612	
Coeff Var		36.67250			

Parameter Estimates													
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			Variance Inflation	95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t					
Intercept	1	1.79492	0.19058	9.42	<.0001	0.19007	9.44	<.0001	0	1.42033	2.16950	1.42135	2.16848
Leader Paradigm competence	1	0.35046	0.06467	5.42	<.0001	0.06323	5.54	<.0001	1.00000	0.22336	0.47756	0.22618	0.47474

**The REG Procedure**  
**Multivariate Model**  
**Dependent Variable: compparadigmteam**

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	5	61.44847	12.28969	13.19	<.0001
Error	421	392.25001	0.93171		
Corrected Total	426	453.69848			
Root MSE		0.96525	R-Square	0.1354	
Dependent Mean		2.81382	Adj R-Sq	0.1252	
Coeff Var		34.30398			

Parameter Estimates												
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t				
Intercept	1	1.77738	0.21781	8.16	<.0001	0.21636	8.21	<.0001	1.34925	2.20550	1.35210	2.20265
Leader Paradigm Competence	1	0.21726	0.07222	3.01	0.0028	0.06830	3.18	0.0016	0.07530	0.35922	0.08302	0.35151
Subjective exposure to migration	1	0.00933	0.00375	2.49	0.0132	0.00391	2.39	0.0174	0.00196	0.01669	0.00165	0.01700
Psychiatric service	1	0.41715	0.14633	2.85	0.0046	0.14640	2.85	0.0046	0.12952	0.70478	0.12938	0.70491
Administrative staff	1	-0.63732	0.13336	-4.78	<.0001	0.16495	-3.86	0.0001	-0.89946	-0.37518	-0.96154	-0.31309
Primary care services	1	0.28627	0.14763	1.94	0.0532	0.13349	2.14	0.0326	-0.00392	0.57646	0.02388	0.54865

**The REG Procedure**  
**Bivariate Model**

**Dependent Variable: Individual Specificity Competence**

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	13.69418	13.69418	11.23	0.0009
Error	434	529.17007	1.21929		
Corrected Total	435	542.86425			
Root MSE		1.10421	R-Square	0.0252	
Dependent Mean		3.06259	Adj R-Sq	0.0230	
Coeff Var		36.05485			

Parameter Estimates												
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t				
Intercept	1	2.15570	0.27573	7.82	<.0001	0.28798	7.49	<.0001	1.61377	2.69762	1.58969	2.72170
Leader Specificity Competence	1	0.28243	0.08428	3.35	0.0009	0.08512	3.32	0.0010	0.11679	0.44807	0.11514	0.44973

***The REG Procedure***  
***Multivariate Model***  
***Dependent Variable: Individual Specificity Competence***

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	5	51.22650	10.24530	9.51	<.0001
Error	421	453.76699	1.07783		
Corrected Total	426	504.99349			
Root MSE		1.03819	R-Square	0.1014	
Dependent Mean		3.09133	Adj R-Sq	0.0908	
Coeff Var		33.58376			

Parameter Estimates												
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t				
Intercept	1	2.41639	0.31902	7.57	<.0001	0.32010	7.55	<.0001	1.78931	3.04346	1.78719	3.04558
Leader Specificity Competence	1	0.06726	0.09916	0.68	0.4980	0.09274	0.73	0.4687	-0.12765	0.26217	-0.11503	0.24955
Subjective exposure to migration	1	0.00887	0.00390	2.28	0.0234	0.00385	2.30	0.0217	0.00121	0.01653	0.00130	0.01644
Psychiatric service	1	0.68930	0.17120	4.03	<.0001	0.14040	4.91	<.0001	0.35279	1.02582	0.41332	0.96529
Administrative staff	1	-0.54740	0.14384	-3.81	0.0002	0.18456	-2.97	0.0032	-0.83013	-0.26468	-0.91017	-0.18464
Primary care services	1	0.31368	0.16288	1.93	0.0548	0.15592	2.01	0.0449	-0.00647	0.63384	0.00721	0.62016

**The REG Procedure**  
**Bivariate Model**

**Dependent Variable: Individual Mediation Competence**

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	8.61819	8.61819	7.33	0.0071
Error	434	510.43128	1.17611		
Corrected Total	435	519.04947			
Root MSE		1.08449	R-Square	0.0166	
Dependent Mean		3.06204	Adj R-Sq	0.0143	
Coeff Var		35.41714			

Parameter Estimates												
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t				
Intercept	1	2.25198	0.30372	7.41	<.0001	0.30853	7.30	<.0001	1.65504	2.84893	1.64558	2.85838
Leader Mediation Competence	1	0.26203	0.09680	2.71	0.0071	0.09773	2.68	0.0076	0.07178	0.45228	0.06994	0.45411

***The REG Procedure***  
***Multivariate Model***

***Dependent Variable: Individual Mediation Competence***

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	4	51.38789	12.84697	11.72	<.0001
Error	426	467.05089	1.09636		
Corrected Total	430	518.43877			
Root MSE		1.04707	R-Square	0.0991	
Dependent Mean		3.05800	Adj R-Sq	0.0907	
Coeff Var		34.24043			

Parameter Estimates												
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t				
Intercept	1	2.47726	0.29835	8.30	<.0001	0.28608	8.66	<.0001	1.89085	3.06368	1.91496	3.03957
Leader Mediation Competence	1	0.21838	0.09561	2.28	0.0229	0.09205	2.37	0.0181	0.03046	0.40630	0.03746	0.39930
Administrative staff	1	-0.73893	0.13843	-5.34	<.0001	0.17674	-4.18	<.0001	-1.01103	-0.46684	-1.08632	-0.39155
Paramedics	1	-0.38001	0.15771	-2.41	0.0164	0.14526	-2.62	0.0092	-0.68999	-0.07003	-0.66552	-0.09450
Psychiatric services	1	0.49500	0.14369	3.44	0.0006	0.13809	3.58	0.0004	0.21257	0.77743	0.22357	0.76643



*The REG Procedure*

*Bivariate Model*

*Dependent Variable: Individual Organization Competence*

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	2.58125	2.58125	2.10	0.1484
Error	434	534.52239	1.23162		
Corrected Total	435	537.10364			
Root MSE		1.10978	R-Square	0.0048	
Dependent Mean		3.24537	Adj R-Sq	0.0025	
Coeff Var		34.19592			

Parameter Estimates												
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t				
Intercept	1	2.82584	0.29462	9.59	<.0001	0.29836	9.47	<.0001	2.24678	3.40491	2.23944	3.41224
Leader Organization Competence	1	0.12627	0.08722	1.45	0.1484	0.08594	1.47	0.1425	-0.04516	0.29771	-0.04264	0.29519

***The REG Procedure***  
***Multivariate Model***  
***Dependent Variable: Individual Organization Competence***

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	4	42.96118	10.74029	10.04	<.0001
Error	422	451.39375	1.06965		
Corrected Total	426	494.35493			
Root MSE		1.03424	R-Square	0.0869	
Dependent Mean		3.27791	Adj R-Sq	0.0782	
Coeff Var		31.55185			

Parameter Estimates												
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t				
Intercept	1	2.71210	0.31619	8.58	<.0001	0.31425	8.63	<.0001	2.09060	3.33359	2.09441	3.32979
Leader Organization Competence	1	0.08851	0.08579	1.03	0.3028	0.08364	1.06	0.2906	-0.08011	0.25714	-0.07590	0.25292
Subjective exposure to migration	1	0.01012	0.00379	2.67	0.0079	0.00381	2.66	0.0081	0.00267	0.01758	0.00264	0.01760
Administrative staff	1	-0.74262	0.13974	-5.31	<.0001	0.18200	-4.08	<.0001	-1.01729	-0.46795	-1.10036	-0.38487
Intensive care unit	1	-0.19452	0.10927	-1.78	0.0758	0.10622	-1.83	0.0678	-0.40930	0.02026	-0.40332	0.01427

***The REG Procedure***  
***Bivariate Model***  
***Dependent Variable: Individual Communication Competence***

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	1	0.00050620	0.00050620	0.00	0.9829
Error	434	477.38158	1.09996		
Corrected Total	435	477.38208			
Root MSE		1.04879	R-Square	0.0000	
Dependent Mean		3.40238	Adj R-Sq	-0.0023	
Coeff Var		30.82513			

Parameter Estimates												
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t				
Intercept	1	3.39447	0.37210	9.12	<.0001	0.33776	10.05	<.0001	2.66314	4.12581	2.73062	4.05833
Leader Communication Competence	1	0.00221	0.10280	0.02	0.9829	0.09100	0.02	0.9807	-0.19985	0.20426	-0.17665	0.18107

***The REG Procedure***  
***Multivariate Model***  
***Dependent Variable: Individual Communication Competence***

Analysis of Variance					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	5	34.57185	6.91437	7.39	<.0001
Error	421	393.96445	0.93578		
Corrected Total	426	428.53630			
Root MSE		0.96736	R-Square	0.0807	
Dependent Mean		3.44145	Adj R-Sq	0.0698	
Coeff Var		28.10902			

Parameter Estimates												
Variable	DF	Parameter Estimate	Standard Error	t Value	Pr >  t	Heteroscedasticity Consistent			95% Confidence Limits		Heteroscedasticity Consistent 95% Confidence Limits	
						Standard Error	t Value	Pr >  t				
Intercept	1	3.30490	0.41199	8.02	<.0001	0.39274	8.41	<.0001	2.49508	4.11472	2.53292	4.07688
Leader Communication Competence	1	-0.01014	0.09893	-0.10	0.9184	0.09250	-0.11	0.9127	-0.20461	0.18432	-0.19197	0.17168
Administrative staff	1	-0.71118	0.13066	-5.44	<.0001	0.18296	-3.89	0.0001	-0.96800	-0.45437	-1.07081	-0.35156
Paramedics	1	-0.31496	0.14619	-2.15	0.0318	0.12535	-2.51	0.0124	-0.60231	-0.02761	-0.56135	-0.06857
Subjective exposure to migration	1	0.00648	0.00349	1.86	0.0639	0.00347	1.87	0.0622	-0.00037531	0.01334	-0.00033220	0.01330
Psychiatric services	1	0.21700	0.13516	1.61	0.1091	0.13170	1.65	0.1002	-0.04868	0.48268	-0.04187	0.47587