In Text Citation examples:

- **As part of the text: one or two authors**
  - King and Steffan (2012) showed that level 5 leaders….

- **As a citation after a statement:**
  - Studies have demonstrated that Level 5 leaders are cooperative (King & Steffan, 2012)

- **As part of text: three to five authors**
  - **First reference:** King, Steffan, Bright and Noble (2012) reported that companies who practice non-discriminatory hiring…..
  - **Next reference:** King et al. (2012) also reported

- **As a citation after a statement, three to five authors**
  - First reference: Companies which practice non-discriminatory hiring have better retention of workers (King, Steffan, Bright & Noble, 2012)
  - Next reference: Research has also shown that workers express more satisfaction when they have a voice in company policies (King, et al., 2012)

- **As part of the test: Six or more authors**
  - King et al. (2012) found that companies which allowed worker participation….

- **As a citation after a statement**
  - Companies which allowed worker participation had greater worker retention (King, et al, 2012, p. 95)