

**EMBeRS Activity:
Everyone Is Not Like You:
Dispositional Characteristics and the Team Environment Part 1
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Activity Goal:

Explore the potentially important influence that dispositional characteristics can have on collaboration and the effectiveness of interdisciplinary teams

Description:

Instructions are embedded in the powerpoint presentations that goes with this activity.

Description:

	DESIGN CONJECTURE	THEORETICAL CONJECTURE
<p>Epistemic [Description of what the participants will be instructed to do.]</p> <ul style="list-style-type: none"> • Write a short story about a Good, Bad or Ugly Team/Group Experience • Progressive reflection and sharing past experiences in collaborative teams • Apply various frameworks (collaboration, team effectiveness models, dispositional characteristics) to past experiences 	<p>Expected activity</p> <ul style="list-style-type: none"> • Reflect on past collaborative experiences through writing. • Individuals identify and recognize important role of dispositional characteristics in collaborative interactions. • Share and listen in groups. • Articulate similarities and differences of past experiences and apply frameworks to past experiences. 	<p>Learning outcomes</p> <ul style="list-style-type: none"> • Identify the key characteristics of collaboration • Describe the concept of dispositional distance • Explain the importance of navigating and negotiating dispositional distance between team members to successful team outcomes • Evaluate the role that dispositional characteristics may have played in previous team/collaborative experiences
<p>Social (rules and roles); [Special instructions given regarding how the participants should interact]</p> <ul style="list-style-type: none"> • Presentation of frameworks • Activities in small groups • Whole group discussions 		
<p>Set [Description of any materials and tools provided to the participants]</p> <ul style="list-style-type: none"> • Interactive, annotated Powerpoint presentation, discussion, and reflection: Everyone Is Not Like You: Dispositional Differences Part 1. Powerpoint provides a sequential progression through the entire activity. • Collaboration Characteristics Summary. Modified from Friend and Cook (1996) Excerpt from Gosselin (2015). Handout • Team Blending Plots embedded in powerpoint • Five-dysfunctions of team video embedded in powerpoint 		

• Decoding DISC at Work Website embedded in powerpoint		
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Activity Assessment

See File: Retrospective Evaluation of EMBeRS Activity: Dispositional Characteristics and the Team Environment Part 1

Pre and Post Session Five-Minute Writing Reflection. The following prompts are embedded in the presentation.

- From your perspective, to what extent should the dispositional characteristics (behaviors, values, and motivational drivers) of team members be considered when forming and/or working on a collaborative team?
- From your perspective, what are the key factors/characteristics that are important in the development of a collaborative team environment? Why are each important?

Data Collection for the EMBeRS project:

The EMBeRS project is collecting data to assess the effectiveness of the approach. We ask the facilitator to evaluate the Dispositional Characteristics Part 1 activity using the following rubric.

The survey is comprised of 16 items rated on a 4-point scale, and 1 free text question to provide additional feedback you feel would help improve the activity.

PLEASE PROVIDE YOUR FEEDBACK ABOUT THIS EXERCISE by filling out this ten minute survey: <https://www.surveymonkey.com/r/SDY6N96>

This survey will provide a place for you to submit your responses.

We encourage you to use this for your own benefit, and also to contribute to the project.

	Not at all	Low Degree	Moderate Degree	High Degree
To what degree did this activity result in the following participant actions or outcomes:				
Increased knowledge of the importance of behavioral styles and motivational drivers of teammates to effective team collaboration.				
Ability to adapt to dispositional differences in teammates				
Participants can identify the key characteristics of collaboration				
Communicate strengths and weaknesses with teammates				
Engage colleagues from other disciplines to gain their perspective				
Develop an understanding of the challenges associated with interdisciplinary teamwork				

Describe the importance of differences in dispositional characteristics to the development of successful teams				
Built personal relationships with teammates				
Engaged respectfully and equitably				
Developed mutual trust				
Explain the importance of navigating and negotiating dispositional distance between team members to successful team outcomes				
Developed a sense of belonging to the group (social cohesion)				
Team members participated in discussion				
Participants were engaged - actively paid attention, participated and listened				
Describe the importance of differences in dispositional characteristics to the development of successful teams				
Reflect on the role that dispositional characteristics may have played in previous team/collaborative experiences				

How can the activity be improved?