BUILD YOUR DREAM TEAM by utilizing TEAM SCIENCE

The success of a project hinges directly on the team of people creating it. In order to build a successful, cohesive team, follow these tips.

Introverts tend to be more goal-focused and detail-oriented, which assists teams to stay on track. Extroverts typically have an easier time “reading” people and building relationships between team members.

While these different personalities have positive impact, they can also pose serious challenges to productivity. For example, a team comprised of too many introverts may have difficulty collaborating; while a team of mostly extroverts may have challenges staying on task. Having an equal balance of the two personalities ensures the team stays focused and communicates effectively.

Interprofessional teams approach goals from different viewpoints, thus creating opportunities for innovation and out-of-the-box solutions. Additionally, effective teams need to have task-related diversity (e.g., members who have different technical competencies) to fill the various roles needed to successfully complete a project.

To find potential team members, utilize research networking systems, such as Research Nebraska (powered by Elsevier Pure). These tools allow you to identify collaborators, mentors, and expert reviewers based on research interests, publication history, grants, patents, and/or biographical data.

As the team moves through various stages of performance, they need to be united on several fronts:

» Developing shared mission and goals, an awareness of each other’s strengths and weaknesses, and a commitment to an inclusive climate.

» Creating a shared language (e.g., using lay terms rather than disciplinary jargon), a transactive memory system, and a team-oriented environment.

» Implementing a shared understanding of how to do things (taskwork) and how to interact with each other (teamwork), engaging in effective conflict management, and being willing to reflect and learn.

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Additional Resource