BUILD YOUR DREAM TEAM *by utilizing* TEAM SCIENCE

*97% of employees and executives believe **lack of alignment within a team** impacts the outcome of a task or project.*
(McKinsey Global Survey, 2017)

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.

TIP: Have a balance of personalities

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.

TIP: Utilize the benefits of diverse expertise

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.

Research shows increased disciplinary diversity results in a greater number of publications and citations.

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.

TIP: Unite around a shared purpose

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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