

INTERDISCIPLINARY TEAMS

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PENNSYLVANIA WESTERN UNIVERSITY | EXSC 7500: PERFORMANCE ENHANCEMENT
PROGRAM DESIGN

REVIEW



Linear
Perspectives



Circular Causality

FIVE ESSENTIAL CHARACTERISTICS



TEAMWORK COMPETENCIES

Attitude-
based

Skills-
based

Knowledge-
based

ATTITUDE-BASED COMPETENCIES

- COHESION
- COMMITMENT TO TEAMWORK
- TRUST
- PSYCHOLOGICAL SAFETY
- COLLECTIVE EFFICACY



SKILLS-BASED COMPETENCIES

- COORDINATION
- COMMUNICATION
- CONFLICT RESOLUTION
- SHARED LEADERSHIP
- BACKUP BEHAVIOR



KNOWLEDGE-BASED COMPETENCIES

- SITUATION AWARENESS
- TRANSACTIVE MEMORY SYSTEMS
- SHARED MENTAL MODELS



BARRIERS TO INTERDISCIPLINARY COLLABORATION

- “COMMON KNOWLEDGE EFFECT”
- NARROW PERSPECTIVES
- BROAD APPLICATIONS
- UNCOORDINATED AND SILOED SERVICES

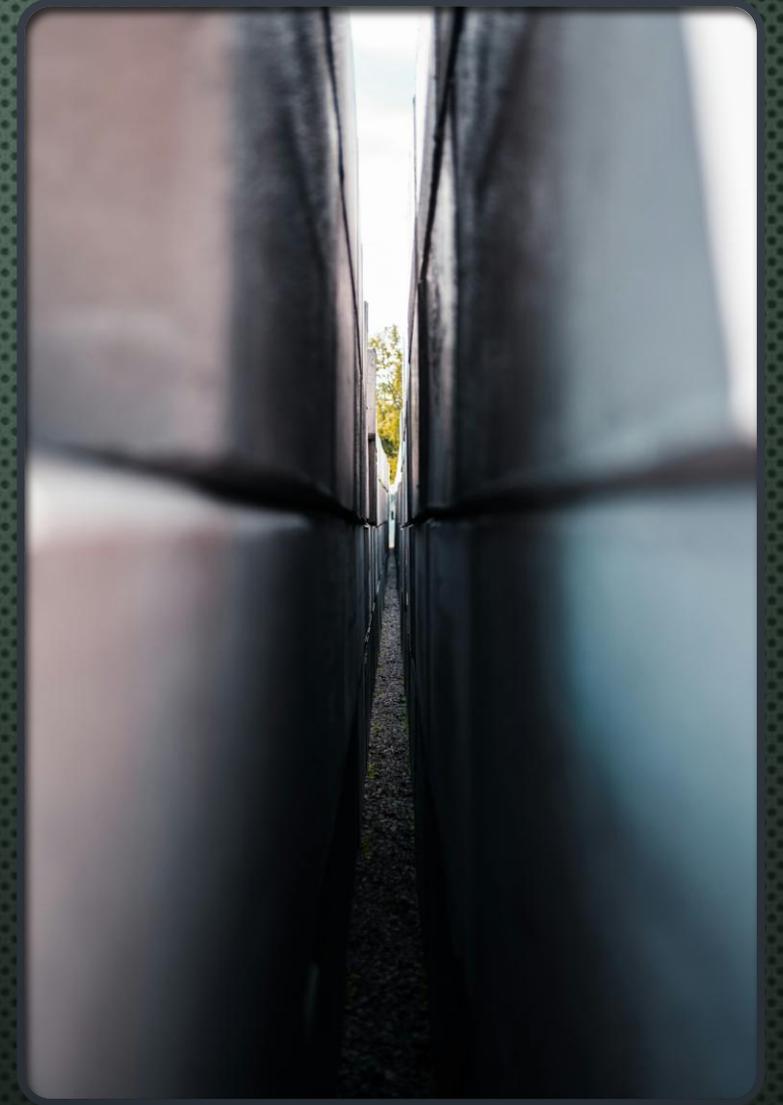
“COMMON KNOWLEDGE EFFECT”

- THE TENDENCY OF TEAMS WHOSE MEMBERS POSSESS DIVERSE CONTRIBUTIONS TO PRIMARILY DISCUSS COMMON OR SHARED KNOWLEDGE OVER UNIQUE KNOWLEDGE.



NARROW PERSPECTIVES

- **NARROW PERSPECTIVES ON HUMAN PERFORMANCE**
OPTIMIZATION BY FOCUSING ONLY ON RESTORING HEALTH OR
ENHANCING PERFORMANCE.



BROAD APPLICATIONS

- RESOURCES AND STAFFING SUPPORT **BROAD APPLICATIONS** OF HEALTH SUSTAINMENT AND PERFORMANCE EFFORTS THAT DO NOT ACCOUNT FOR UNIQUE OR INDIVIDUALIZED NEEDS.



UNCOORDINATED AND SILOED SERVICES

- DIVERSE AND INTERDISCIPLINARY PROFESSIONALS DELIVER THEIR SKILLS THROUGH **UNCOORDINATED AND SILOED SERVICES** THAT OCCUR MOSTLY INDEPENDENTLY OF EACH OTHER.



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