Questionnaire for the Hidden Profile Task (HAPS)

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# Questions overview

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Questions** | **Control** | **MCII** | **MCII + SpiderGraph** |
|  | Age | X | X | x |
|  | Gender | x | x | x |
|  | PLACEHOLDER PREVIOUS EXPERIENCE - TODO | | | |
|  | Team Cohesion | X | X | x |
|  | Process conflict 1 | X | X | x |
|  | Relationship conflict 1 | X | X | x |
|  | Relationship conflict 2 | X | X | x |
|  | Relationship conflict 3 | X | X | x |
|  | Cooperation 1 | X | X | x |
|  | Cooperation 2 | X | X | x |
|  | Cooperation 2 | X | X | x |
|  | Cooperation 3 | X | X | x |
|  | Cooperation 5 | X | X | x |
|  | PLACEHOLDER Information Sharing - TODO | | | |
|  | Satisfaction 1 |  |  |  |
|  | Satisfaction 2 |  |  |  |
|  | SpiderGraph 1 |  |  | X |
|  | SpiderGraph 2 |  |  | X |

Current number of questions: 16

# Questions

## Demographics [pre-questionnaire]

How old are you? [integer-field]

Which gender do you identify with? [drop-down-field]

* male
* female
* transgender
* non-binary
* prefer not to say

Note: Education is still in discussion

## Previous experience [pre-questionnaire]

TODO: could be interesting I guess, e.g.: decision making experience, experience with collaborative work

maybe also: if we as at this point about perceived effectiveness of video meetings – or something like that – we could refer to this question later on to figure out how different the experience with the spider graph was.

## (perceived) Team Cohesion [post-questionnaire]

Please, select the appropriate number below to indicate to what extent you would use the term "WE" to characterize you and the group.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Not at all |  |  |  |  |  | very much so |
|  |  |  |  |  |  |  |

Item: used in Gächter et al. (2023): Measuring “Group Cohesion” to Reveal the Power of Social Relationships in Team Production (together with IOS)

## (perceived) Process conflict [post-questionnaire]

To what extent were their conflicts about people’s different ideas in your team?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all |  |  |  | To great extent |
|  |  |  |  |  |

Items from Jehn (1997) in Stark et al. (2014):

Alternative:

There were conflicts about people’s different ideas in the team.

I don’t agree at all 🡪 I totally agree

## (perceived) relationship conflict [post-questionnaire]

Thinking about the virtual collaboration. How strong do you agree to the following statements?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| I don’t agree at all |  |  |  | I totally agree |
|  |  |  |  |  |
| There was constant bickering in my team. | | | | |
|  |  |  |  |  |
| People who offered new ideas in my team were likely to get clobbered. | | | | | |
|  | |  |  |  |  |
| There were feelings among members of my team which tended to pull us apart | | | | | |
|  | |  |  |  |  |

Items adapted from Cammann et al. (1983) in Stark et al. (2014).

## (perceived) Cooperation [post-questionnaire]

Thinking about the virtual collaboration. How strong do you agree to the following statements?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| I don’t agree at all |  |  |  | I totally agree |
|  |  |  |  |  |
| Team members found it easy to work with each other. | | | | |
|  |  |  |  |  |
| Team members were comfortable communicating with each other | | | | | |
|  | |  |  |  |  |
| Team members cooperated to get the work done | | | | | |
|  | |  |  |  |  |
| Team members were very willing to share information with each other. | | | | | |
|  | |  |  |  |  |
| Team members worked well together to make decisions. | | | | | |
|  | |  |  |  |  |

Items adapted from Campion et al. (1993) in Stark et al. (2014).

## Information sharing

TODO: How well was the information shared 🡪 research

(Was enough information shared to made the final decision)

## Satisfaction with outcome [post-questionnaire]

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Not at all |  |  |  | To great extent |
|  |  |  |  |  |
| To what extent were you satisfied with the WOOP Method? | | | | |
|  | | | | |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| To what extent were you satisfied with the final decision made as group? | | | | |
|  |  |  |  |  |

## usefulness of Spidergraph [post-questionnaire]

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| How frequently did you observe the spidergraph element with Team-Goals during the discussion for the final project choice | | | | |
|  |  |  |  |  |
| Not at all |  |  |  | All the time |
|  |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| To what extend did you use the spider-graph for your discussion and project decision process? | | | | |
|  |  |  |  |  |
| I don’t agree at all |  |  |  | I totally agree |
|  |  |  |  |  |

Option – no decision made yet

* psychological safety
* interpersonal trust

# Reference

Stark, E., Bierly†, P., & R. Harper, S. (2014). The interactive influences of conflict, task interdependence and cooperation on perceptions of virtualness in co-located teams. *Team Performance Management*, *20*(5/6), 221–241. <https://doi.org/10.1108/TPM-06-2013-0020>

Gächter, S., Starmer, C., & Tufano, F. (2023). Measuring “group cohesion” to reveal the power of social relationships in team production. *Review of Economics and Statistics*, 1-45.

# Backup / Notes

Ein Bild, das Text, Screenshot, Schrift, Zahl enthält.

Automatisch generierte Beschreibung

Stark et al. (2014)