

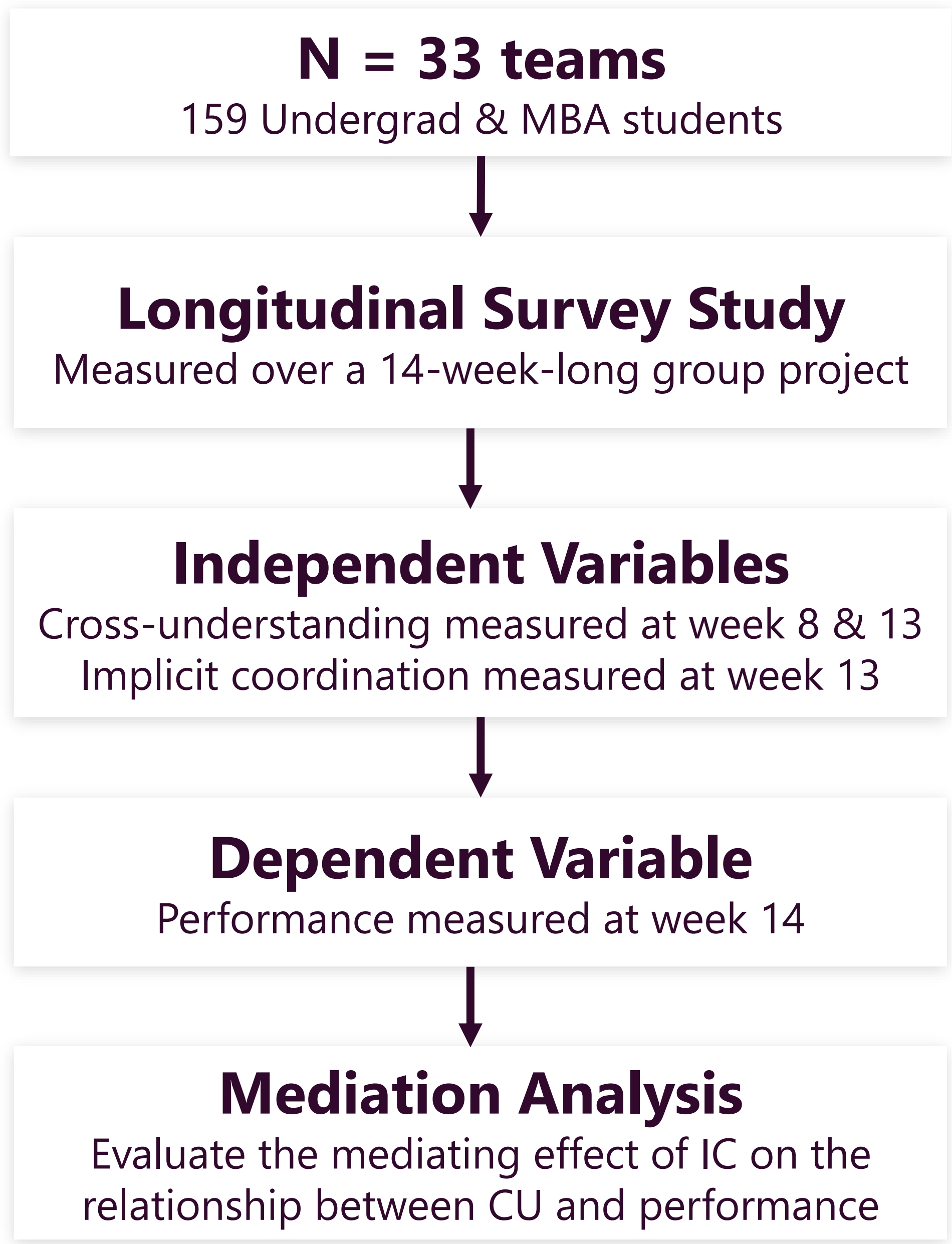
The relationship between cross-understanding and team performance as mediated through implicit coordination

PRESENTER
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Background

- Research on diversity and team performance yields conflicting findings
- Cross-understanding (CU) has been linked to better task performance
- Implicit coordination (IC) mediates the relationship between team situation models and team performance

Methods

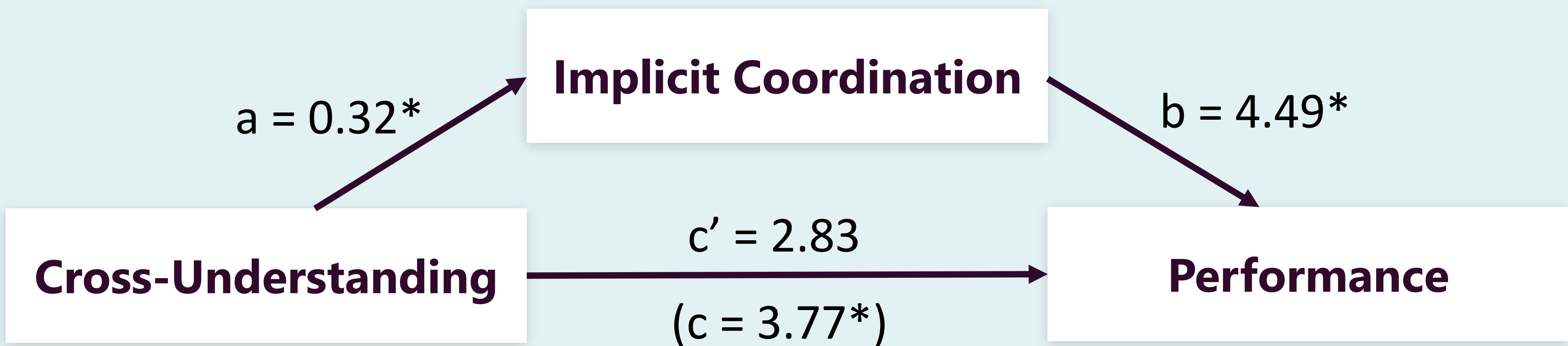


Discussion

- Mediation model shows marginal support for full mediation ($p < .1$)
- Monte Carlo power analysis suggests that probability of detection is low (28%), recommended sample size of $N = 88$ to achieve power of 0.8
- CU may explain discrepancies in diversity literature where group diversity is expected to result in negative outcomes but does not

Cross-understanding may improve team performance by facilitating implicit coordination.

Results



Causal Mediation Analysis

Nonparametric Bootstrap Confidence Intervals with the Percentile Method

	Estimate	95% CI Lower	95% CI Upper	p-value
ACME	0.9456	-0.0525	3.18	0.083 .
ADE	2.8285	-0.9821	5.94	0.128
Total Effect	3.7741	0.6057	6.54	0.022 *
Prop. Mediated	0.2506	-0.0326	1.50	0.102

Signif. codes:	0 '***'	0.001 '**'	0.01 '*'	0.05 '.' 0.1 ' ' 1
Sample Size Used:	33			
Simulations:	10000			

