**Survey Questionnaire**

Survey participants were asked to recall their work routines, interactions and engagement with members of the external teams working with them on the same projects. They were provided a short description of each variable. They were then asked for their level of agreement with the following statements. A seven point Likert scale was used for each statement, number 1 depicting the lowest level of agreement and 7 the highest.

1. Strongly Disagree
2. Fairly Disagree
3. Somewhat disagree
4. Neutral
5. Somewhat Agree
6. Fairly Agree
7. Strongly Agree
8. **PIOT - Inter-Team Power-Influence – Influence of the Government team members**

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| **Government Officers:** |
| discuss and/or criticize my work regularly |
| and my team members jointly decide what needs to be done and how to do it |
| provide guidelines about how things should be done and then leave the details for us to work out |
| and my team members jointly decide when they will discuss certain aspects of our work |

1. **MGOT - Inter-Team Multiplicity of Goals**

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| **Considering goals of our team , outsider team’s goals, and the project goals (all teams’ collective goals):** |
| I know exactly what is expected from my team for the project |
| I feel my team works to achieve goals beyond those expected of us |
| I know what outsider teams (on the same project as my team) are expected to achieve |

1. **GBROT - Inter-Team Group-Based Rewards (Size/Frequency, Type, Allocation Methods)**

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| **Considering the rewards for my and outsider teams:** |
| There are enough rewards for all the teams |
| All teams are rewarded appropriately |
| Compared to the rewards they get my team members work harder than other teams |

1. **SUB - Substitutability**

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| **Considering the work behaviour of my team members (most of them)** |
| I complete the assigned tasks very well |
| I work extra for my team members to achieve our team goals |
| I feel most of the outside team members complete the (split) tasks on joint projects very well |

1. **CATOT- Inter-Team Cathexis**

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| **Considering the interpersonal interactions of our team with outsider teams** |
| I feel my team members and outsider team members are generally helpful to each other |
| My team members and outsider team members like to meet each other after project work time |
| The willingness to help each other’s teams increases when we are making progress on common project goals |

1. **IND - Inter-Team Inducibility**

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| I have frequent open discussions with my team members about our work |
| We choose the best course of action after deliberations |
| We generally accept good proposals from the experts amongst us |

1. **COOP - Cooperative Interactions/Behavior**

| I fulfil my job responsibilities |
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| I complete the projects adequately |
| I give my best at work |
| I lend an extra hand to others |