

Research Notes on Team Performance

Abstract:

This paper explores the relationship between team diversity and performance outcomes in startup organizations. We find that diverse teams show differential performance based on task type.

Key Findings:

1. Diverse teams outperform in creative tasks
2. Homogeneous teams excel in execution tasks
3. Task complexity moderates this relationship

Theoretical Implications:

These findings challenge the assumption that diversity uniformly benefits team performance. Instead, we propose a contingency model where task characteristics determine optimal team composition.