# **Team Assembly Experiment: Content for Implementation**

Dear Zakaria,

Below is the content for the team assembly experiment website. Please implement these text elements in their respective sections as described.

## **1. Landing Page / Introduction**

This should appear on the first screen users see:

Welcome to the Team Assembly Study

In this study, we are investigating how people assemble teams when given specific tasks. Your role will be as someone responsible for selecting team members for a project. Your choices will help us better understand the factors that influence team composition decisions.

The study consists of four parts:

1. A brief personality assessment about yourself (approx. 2 minutes)
2. Evaluating potential candidates for your team (approx. 5-7 minutes)
3. Making your final team member selections (approx. 2 minutes)
4. Answering a few reflection questions (approx. 3 minutes)

Total estimated time: 12-15 minutes

Please answer honestly - there are no right or wrong answers. We're interested in your natural selection preferences and decision-making process.

## **2. Task Descriptions**

These should be implemented as three different conditions. The system should randomly assign participants to one of these three conditions before they begin evaluating profiles:

### **Creative Condition**

Task Description

You are responsible for assembling a team that will develop innovative solutions to address sustainability challenges on university campuses. This project requires creative thinking, generating novel ideas, and exploring unconventional approaches. The most successful teams will be those that can think outside the box and develop original concepts.

The team's specific goal is to create new initiatives that could significantly reduce campus waste, energy consumption, or water usage while engaging the student body. They'll need to brainstorm ideas, develop concepts, and create proposals that are both innovative and implementable.

Please select individuals who you believe would form an effective team for this creative challenge.

### **Analytical Condition**

Task Description

You are responsible for assembling a team that will analyze sustainability data from university campuses to identify improvement opportunities. This project requires systematic analysis, careful evaluation of evidence, and logical problem-solving. The most successful teams will be those that can thoroughly examine information and draw well-reasoned conclusions.

The team's specific goal is to analyze data on campus waste, energy consumption, and water usage to identify patterns, inefficiencies, and opportunities for improvement. They'll need to examine metrics, evaluate current practices, and develop evidence-based recommendations.

Please select individuals who you believe would form an effective team for this analytical challenge.

### **Neutral Condition**

Task Description

You are responsible for assembling a team that will work on a sustainability project for university campuses. They'll need to work together effectively to complete various tasks and achieve project goals. The most successful teams will be those that address the challenge efficiently.

The team's specific goal is to improve campus practices related to waste, energy consumption, or water usage. They'll need to understand the current situation, develop appropriate solutions, and create recommendations for implementation.

Please select individuals who you believe would form an effective team for this project.

## **3. Participant Consent Form**

This should appear before participants begin the study:

INFORMED CONSENT

Study Title: Team Assembly and Decision Making

Principal Investigators: [Your Name], supervised by Prof. Mehdi and Prof. Fatimazzahra

Purpose: This research examines how individuals make decisions when assembling teams for specific tasks.

Procedures: If you agree to participate, you will:

* Complete a brief personality questionnaire about yourself
* Evaluate a series of personality profiles of potential team members
* Select your preferred candidates to form a team
* Answer a few reflection questions about your selection process

The entire study will take approximately 12-15 minutes to complete.

Risks and Benefits: There are no anticipated risks associated with this study. While there is no direct benefit to you, your participation will contribute to our understanding of team assembly processes.

Confidentiality: Your responses will be anonymous. All data collected will be stored securely and used only for research purposes. No identifying information will be collected.

Voluntary Participation: Your participation is entirely voluntary. You may withdraw at any time without penalty by closing your browser window.

By clicking "I Agree" below, you confirm that:

* You have read and understood this information
* You voluntarily agree to participate
* You are at least 18 years of age

If you have questions about this research, please contact: [Your Email]

[ ] I Agree to participate

[ ] I Do Not agree to participate