Highlights

• Team Science
• Communication Styles
• CCTST Services
The Science of Teams
The Changing Face of Research...

From this.... ....to this
Definition: Team Science

“Team Science is a collaborative effort to address a scientific challenge that leverages the strengths and expertise of professionals trained in different fields.”

Team Science Toolkit - NCI

Researchers integrate and also transcend disciplinary approaches to generate fundamentally new conceptual frameworks, theories, models, and applications.

Researchers integrate “information, data, techniques, tools, perspectives, concepts, and/or theories from two or more disciplines…to advance fundamental understanding or to solve problems.” (NAS, NAE, and IOM, 2005, p.26)

Researchers from different disciplines each make separate contributions in an additive way.

Researchers from a single discipline work together to address a common problem.
Teams: Unique Features

- **Interdependence** among members
- **Work together** toward a common goal
- **Shared responsibility** for success
- Degree of **formal structure** around roles
- **Familiarity** among members
Things We Know about Teams and Collaboration:

- **Forming Teams:** Size, Composition, Diversity, Proximity

- **Team Functions:** Trust, Conflict Resolution, Commitment, Accountability, Attention to Results

- **Communication:** Timeliness, Preferences, Familiarity, Technology

- **Leadership:** Traits and Behaviors, Styles, Responsibilities, Dysfunctions
How Do You Communicate?
Communication Assessment

• For each set of statements, place the most appropriate number in the box:
  – 7 = most like you
  – 5 = second most like you
  – 3 = somewhat like you
  – 1 = least like you

• Add up your score for each column
  – 50 + = visibly strong preference
  – 25-49 = preference
  – 15-24 = intermediate preference
  – 14 and below = low preference/potential avoidance

(Hermann, 1996)
BLUE

analytical
action
logical

hard-nosed
assertive
abrupt

timelines
outspoken
bottom-line

control
rushed

fact-driven
decisive
impatient

results-oriented
BLUE

• Style is logical, analytical, bottom-line tough
• No decision made without facts, and reality is now
• Values action, timelines, the bottom line
• Tends to get impatient
• Very results-oriented
• Outspoken, decisive, assertive and likes control
BLUE

• In the workplace, may appear rushed and abrupt
• Want people to get to the point quickly
• Can be hard nosed, with a great emphasis on success at any cost
• Require his/her staff to be well versed in the facts
• Use logic rather than intuition or gut feelings to make decisions
GREEN

- Very detailed, structured, and solid
- Important to follow procedure, on time, and delivered as promised
- Neatness and protocol count
- Time costs money
- In the workplace, often misunderstood because you may be overly concerned with accomplishing an error-free task
GREEN

• Most private of all styles
• Organized, analytical and weigh facts and supporting data before making a decision
• You are a perfectionist, critical of yourself and others
• Detail-oriented, and systematic
• Values following orders, getting the project in on time
• A well organized office, and accurate documentation
• Blends well with all the other styles
• Genuine concern for others
• Sympathetic and friendly and known as the “office counselor”
• Considerate, and like harmonious relationships
• In the workplace, focus on nurturing relationships
• May have difficulty standing up for yourself as you avoid conflict wherever possible
• Highly participative and team oriented
• Consider people to be the most important asset
• Human values and feelings are paramount
Work place should be friendly and condone
open communication
• Door is always open
• If something doesn’t seem right, standard
protocol is to address the problem in a
sensitive way
intuitive

holistic
talkative
new-ideas
adventurous
energetic
open
easily-communicates
every-attentive
spontaneous
experimentation
not-detailed
future-oriented
risk-taker

YELLOW
YELLOW

• Intuitive, holistic, adventurous, risk taking
• “If there is a better way, let’s try it out”
• Experimentation is highly valued
• Animated, energetic and spontaneous
• Easily communicate your ideas and are the most talkative of all the styles
• Like new ideas and sometimes tend to overlook details
In the workplace, sometimes have difficulty listening to directives or concerns as you are busy talking and developing rapport because of your relationship orientation.

Normal to try out several approaches at once.

Style is a very open one with very little structure.

Seeing into the future and avoiding short-sighted solutions is a common trait.
Effective Communication with BLUES

• Be direct and to the point
• Allow choice when possible
• Discuss how the results will be accomplished
• Does it use facts?
• Is it quantified?
• Does it show clear analysis?
Effective Communication with GREENS

• Give them the facts
• Show it to them in writing
• Focus on doing the right thing
• Give opportunity to ask questions
• Does it provide enough detail?
• Is it in sequential order?
• Is it neat?
• Is it in appropriate format?
Effective Communication with REDS

• Keep cool! Reds appreciate a “calm, cool and collected” style
• Ask them for their help/cooperation preferably not at the last minute
• Consider their schedule
• Is it people-focused?
• Is it helpful and user-friendly?
• Does it acknowledge emotional issues?
Effective Communication with YELLOWS

• Yellow most creative when they have people with whom to share ideas
• Show that you’re interested in what they’re doing through interaction and feedback
• Does it look at the big picture?
• Is it conceptually sound?
• Is it visual and colorful?
• Does it use metaphors?
• Does it look at the future?
Take It Back to Your Team
Thank You!

Questions?

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Reference