

THE CLASS

- 12-15 Students (Jr. faculty, research fellows, post-docs, K scholars)
- 14 weekly 2-hour classes

SELECTED TOPICS/ASSESSMENTS

- Readiness to Collaborate/ Minnesota self-assessment tool; MatricX
- Team Function and Dysfunction/Team Assessment Questionnaire
- Communication/Herrmann Brain Dominance Instrument (HBDI)
- Conflict Management/Thomas-Kilmann Conflict Mode Instrument
- Skills for Collaboration/CliftonStrengths
- Team Diversity/Intercultural Development Inventory (IDI)
- Emotional Intelligence/EI self-assessment tool
- Team Leadership and Management/Leadership self-assessment questionnaire

APPLICATION

- Assessments are part of session “pre-work”
- Students receive personal scores and feedback
- Aggregate data presented in class
- Tools, scoring, interpretation, and literature are provided to students (as available)

STUDENT FEEDBACK

- Highest rated portion of the class
- Students and their home departments regularly ask for additional workshops built around assessment tools.

INTEGRATING TEAM SCIENCE COMPETENCY-BASED TOOLS INTO THE CLASS.....

- ❑ Improves students’ understanding of their own skills and knowledge
- ❑ Illustrates the practical application of team science principles
- ❑ Provides students with usable tools for practice
- ❑ Helps faculty tailor class sessions to the needs of the students for each topic

MOST REQUESTED WORKSHOPS

- Communication Styles
- Conflict Management

INTEGRATING ASSESSMENT RESULTS

- Individual reviews of assessment (beyond class)
- Class activities
- Team consultation case studies

SELECTION OF ASSESSMENT TOOLS

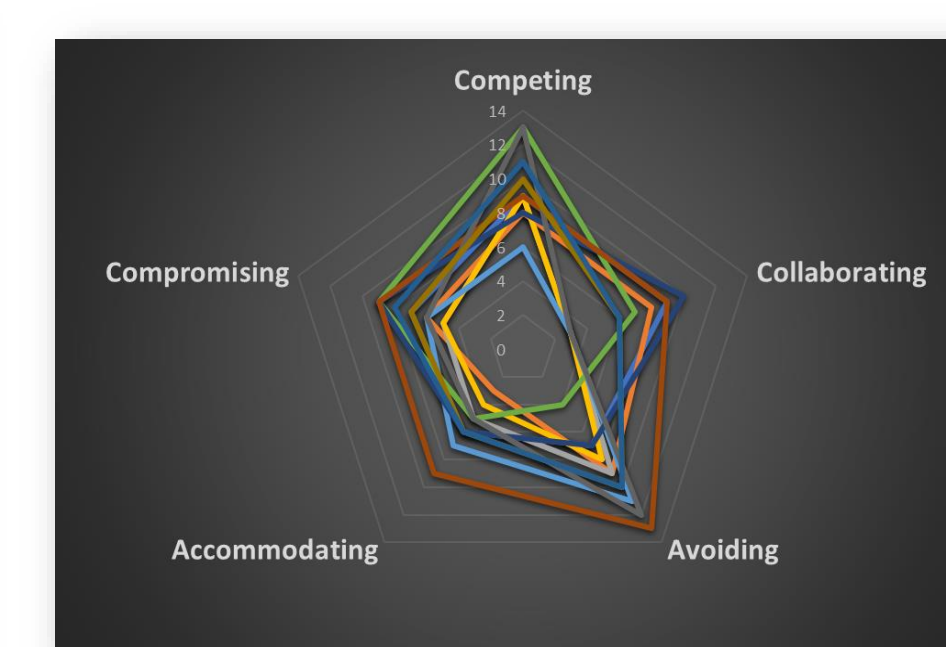
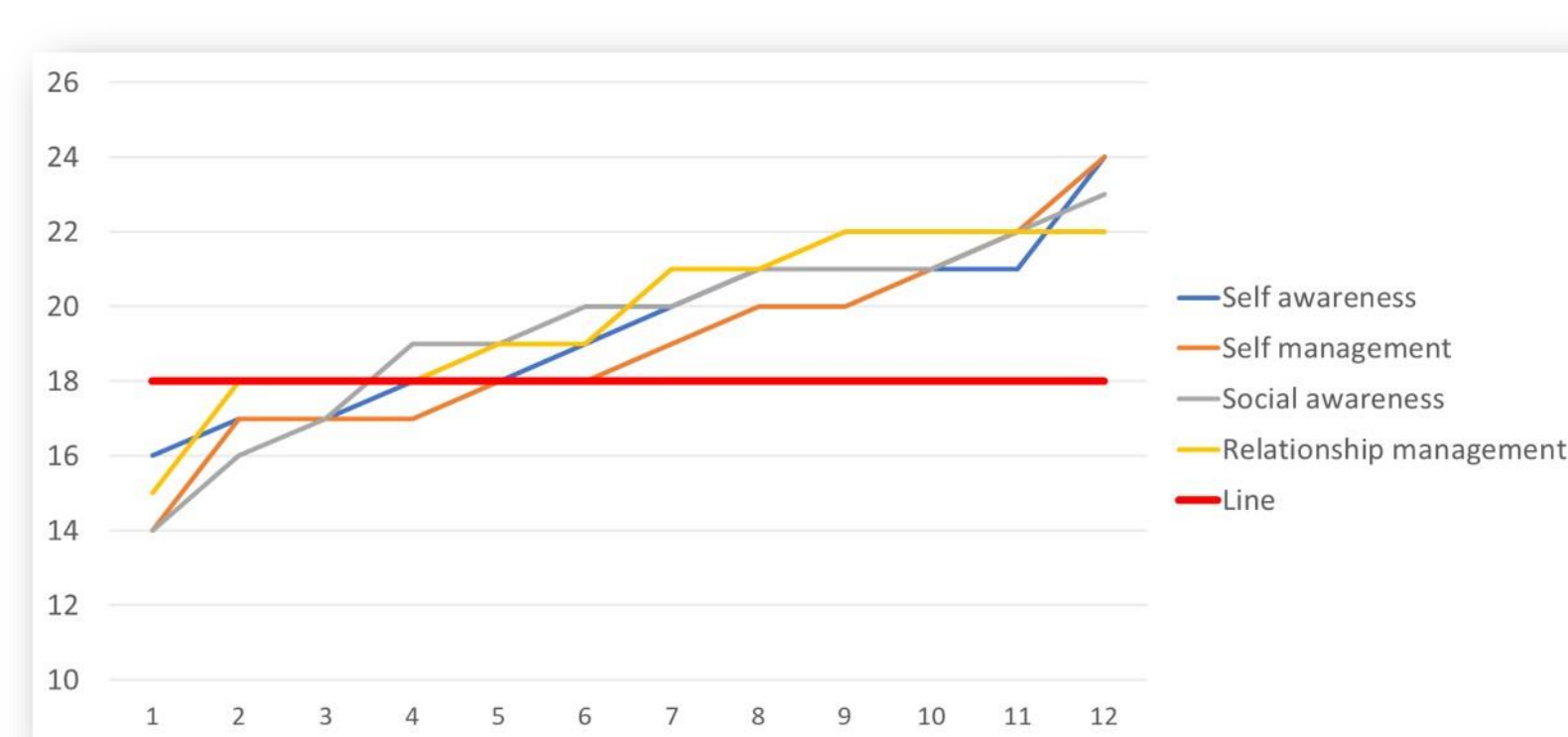
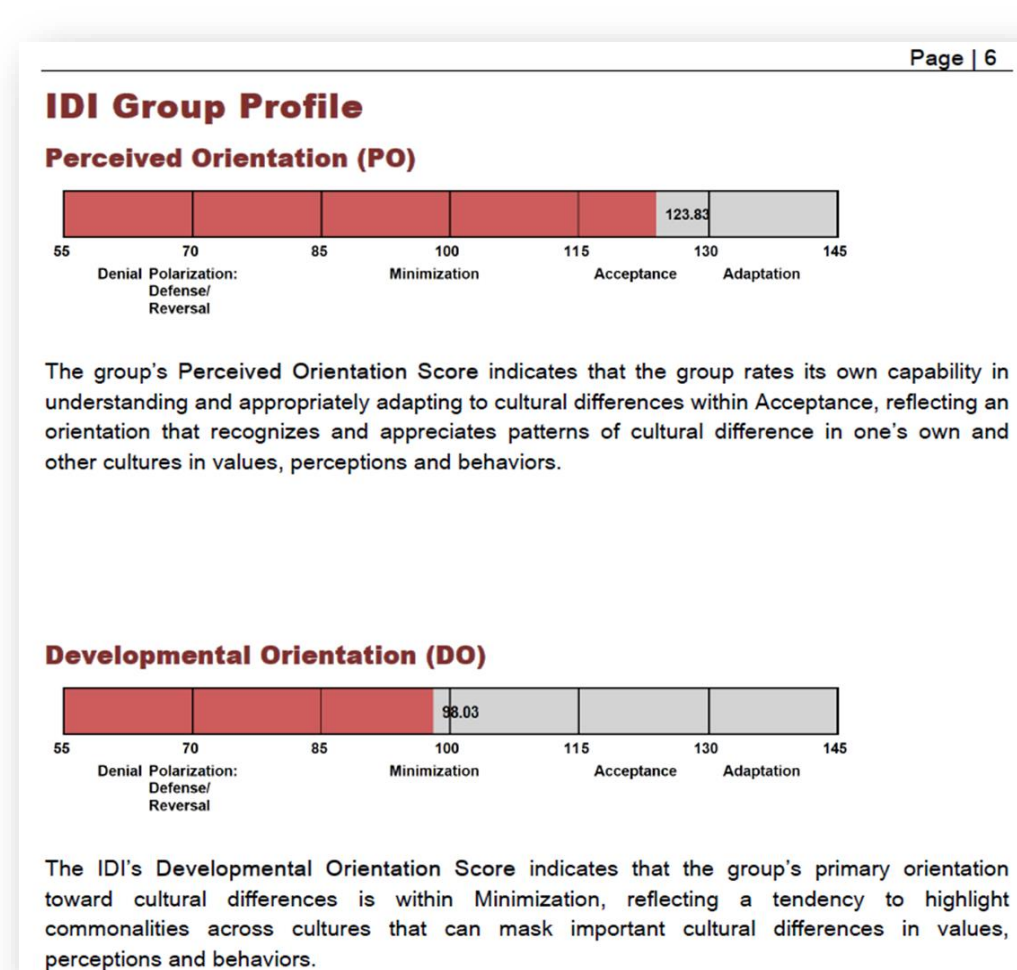
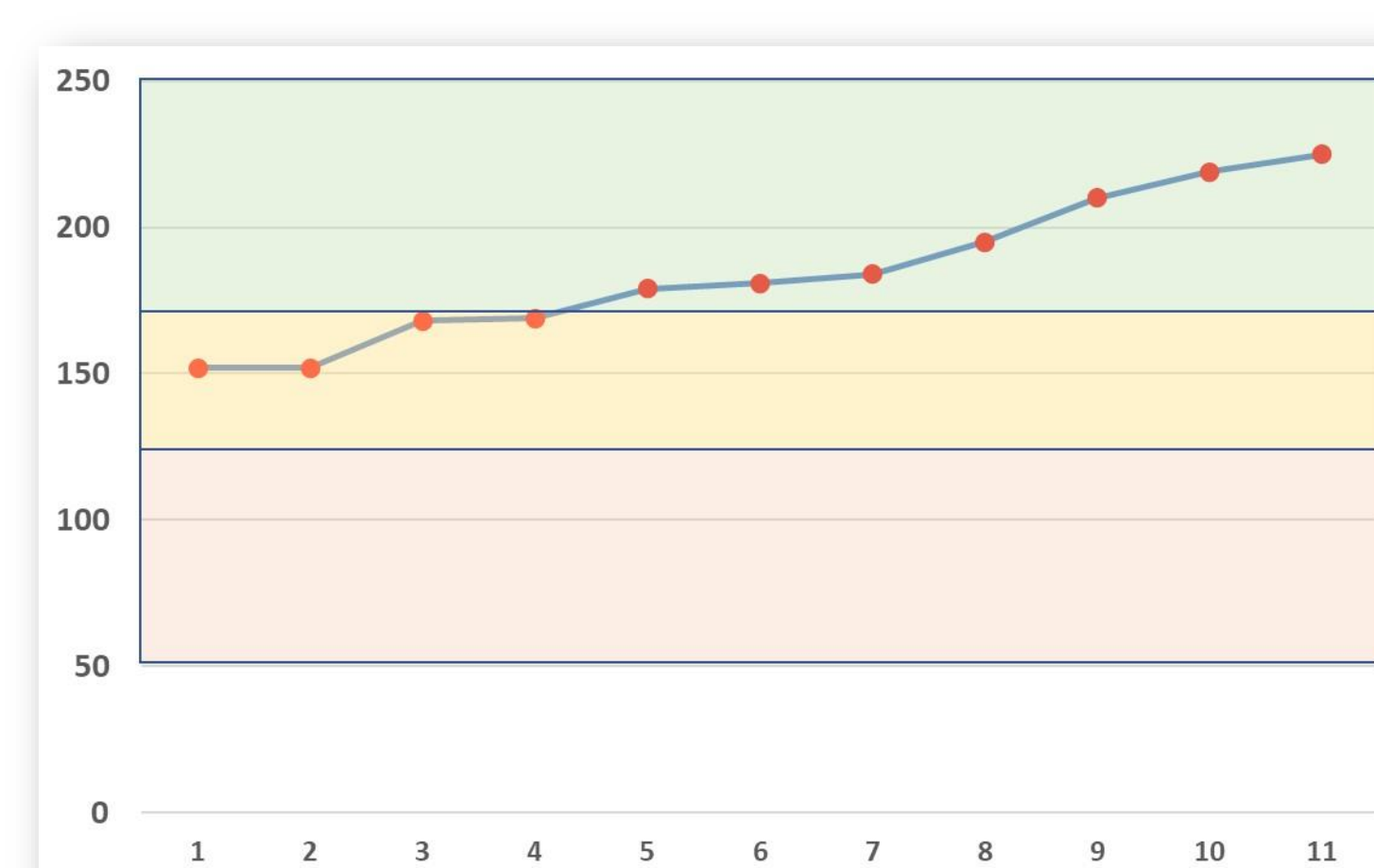
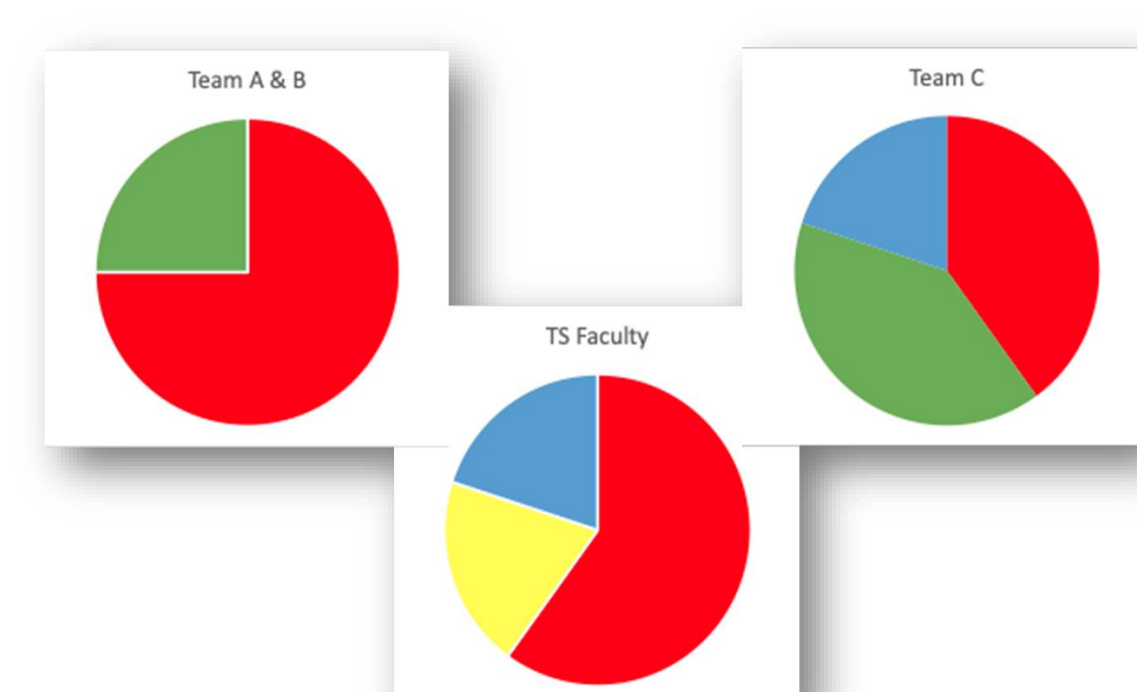
- Validated tools
- Public domain
- Short
- Easy to interpret
- Actionable results
- Competency-related

DEVELOPING TOOL-BASED EXPERTISE/CERTIFICATION

- Faculty are certified in several tools:
 - EQ-i 2.0
 - TKI
 - CliftonStrengths
 - IDI

BUILDING DATABASE OF ASSESSMENT SCORES OVER TIME

- Study correlation among tools and constructs
- Map to individual/team success



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