Overview

Teams are increasingly important in today's business world. Our research heeds the call to go beyond "surface-level" demographics like age and gender to study one form of "deep-level diversity," specifically, temporal diversity. Here, we examine how six individual temporal characteristics impact team process and effectiveness.

Temporal Characteristics

POLYCHRONICITY: extent you prefer to engage in two+ tasks simultaneously / believe this is best way to work

TIME URGENCY: attitude that time is scarce, focus on passing time, and how fast tasks are completed

PUNCTUALITY: importance of completing a task/project by a designated time to you

SCHEDULING: importance of creating and adhering to a schedule and deadlines

TEMPORAL DEPTH: how far into the past and future you think when considering events

TEMPORAL FOCUS: how much importance you place on the past and future when considering events

Method

• 160 College of Business undergraduate students in 37 teams within business courses.

• Three surveys during the semester:
  • Survey 1 - individual temporal and demographic characteristics
  • Survey 2 - team processes [Time 1]
  • Survey 3 - team processes [Time 2] and team effectiveness measures

• FURTHER DATA ARE BEING COLLECTED SPRING SEMESTER 2008

Results

Hierarchical regression analyses indicate strong $R^2$ values from .15 to .50.

Greater homogeneity of scheduling preference $\rightarrow$ motivation & confidence building

$[R^2 = .17, p< .05]$

Greater heterogeneity in temporal depth $\rightarrow$ member satisfaction.

$[R^2 = .33, p< .05]$

Higher levels of polychronicity in members $\rightarrow$ goal specification & strategy formulation.

$[R^2 = .21, p< .01]$

Implications

These results provide a promising beginning to a multi-stage study.

Overall, our results indicate that individual temporal characteristics of team members impact team process and team effectiveness. Our results also suggest differences in the ways temporal characteristics appear to affect specific team processes and also team effectiveness.