

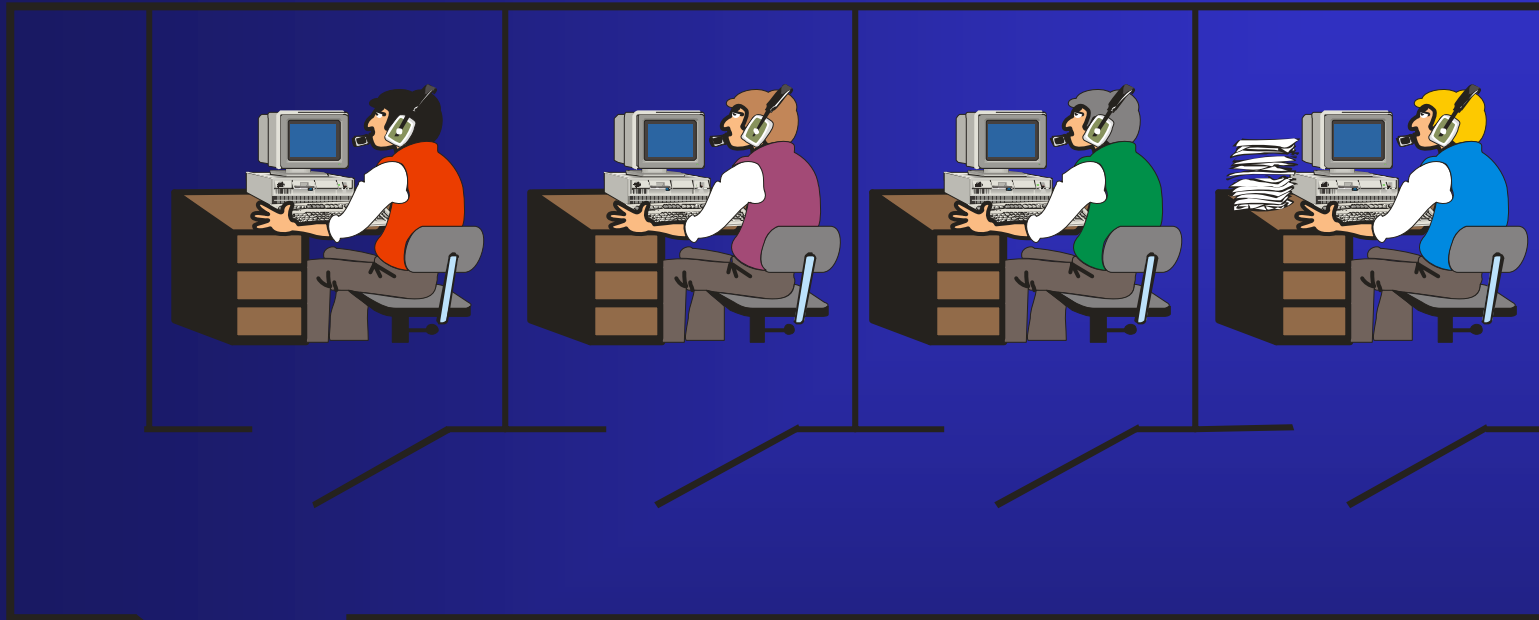


Background

- ◆ **JAXA's isolation chamber projects including Astronaut selection**
- ◆ **Russian Space Agency 278 day space flight simulation experiment**
- ◆ **NASA-Ames Studies**
 - **Competitive vs. Cooperative**
Male teams (n=48, 12 teams)
Male, female, mixed gender teams (n=96, 24 teams)
 - **Team Training (n=80, 16 teams)**



NASA – Ames Research Lab



- ◆ Teams of four/five worked together on computer-based missions over a four day period.





Interpersonal Relations Training

Goal

- To increase individual awareness of cultural differences (e.g., how people see the world, their expectations, norms and roles).
- To increase awareness that interactions, rather than “difficult individuals,” cause group friction.

(Raye Kass 07)





Primary impediments to achieving team performance goals

- ◆ **Interpersonal problems**
- ◆ **Act as if they are independent agents without considering the actions of others**
- ◆ **Failure to share unique insights leads to lack of shared knowledge at the team level**



THE FIVE DYSFUNCTIONS



(Raye Kass 07)