

GDQ Associates

Nyheter från forskningen
26/9 - 17

Christian Jacobsson
Forskningschef

- IKEA Group – Pilotstudie pågår i Nordirland och Skottland
- Volvo Group – Samarbetet fortsätter
- Ny publicerad forskning
- Kommande forskning

GDQ Translations

English -Generic, USA*, England, Australia

German -Germany, Switzerland

French

Italian

Dutch

Spanish

Japanese

Swedish*

Norwegian

Danish

Finnish * Norm data available

NEW or coming

Polish

Russian

Thai

Spanish (Argentina)

Portugese (Brazil)

Mandarin

+ Plans for creating a global norm data set.

Ny forskning med GDQ som instrument

- Ulhassan et al (2014) Does Lean implementation interact with group functioning? *Journal of Health Organization and Management* (28) 2.
- Gren et.al (2015) Group Maturity and Agility, Are They Connected? – A Survey Study. *Proceedings - 41st Euromicro Conference on Software Engineering and Advanced Applications, SEAA 2015*
- Jacobsson et al (2016) Teacher Team Effectiveness and Teachers Well-being. *Clinical and Experimental Psychology* (2)2.
- Jacobsson et al. (2016). Consultants' versus Managers' – perceptions of a group development intervention program. *Clinical and Experimental Psychology*.

Ny forskning ...

- Jacobsson, C. (2017). *Can team development be a way to strengthen employees' well-being?* International Interdisciplinary Conference on HRM. 23-25 March, 2017. University of Gothenburg, Gothenburg, Sweden.
- Jacobsson, C. (2017). The Goal Matrix – A Model for Developing Shared Cognition in Teams. *Clinical and Experimental Psychology*.3(2).
- Jacobsson, C., Nissling, L., Skår, L. & Archer, T. (2017). The Effect of Teambuilding on Team Development: A Quasi-Experiment Within A Swedish State Authority. *Clinical and Experimental Psychology*. 3(3)
- På gång...Gren et al (Submitted). Agile Practices and Group Maturity: The Links Between the two.
- På gång... två doktorandprojekt: Chefer och media respektive motivation och förändring i organisationer

Forskningsarbeten

- Winnock Zorg, Nederländerna. SCT interventioner i grupper. Studerar med bl.a. GDQ och TDS
- IKEA, Storbritannien ...
- Volvo Group ...
- Doktorandprojekt ...

Can team development be a way to strengthen employees' well-being?

- team development and well-being across time

INTERNATIONAL INTERDISCIPLINARY CONFERENCE ON HRM

23-25 March 2017

University of Gothenburg, Gothenburg, Sweden

Christian Jacobsson

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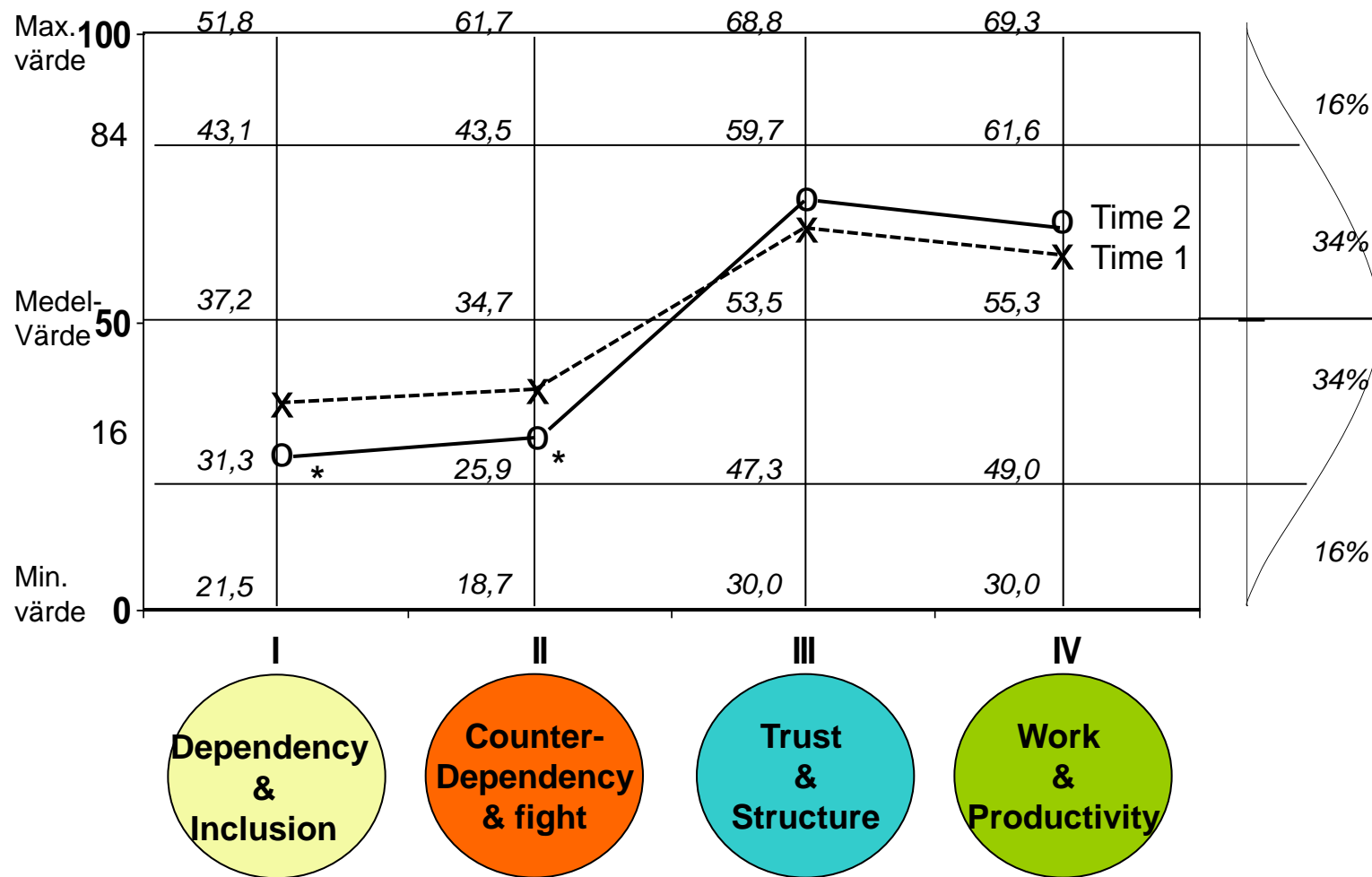
Research questions

The teams were measured **before and after intervention** with respect to how effectively they cooperated and how they perceived their job satisfaction, levels of stress and emotional exhaustion. The research questions were:

1. To what extent did the teams develop over time towards more effective cooperation?
2. To what extent did team members' health and well-being change?
3. Was stability of membership in the teams a factor in this context?

108 groups, time 1 (HT11 & HT12) and time 2 (VT12 & VT13)

Normerade skolor för I – IV: Procent av grupper i svenska normdata (SE 3, N = 357grupper) som ligger under respektive medelvärde (skalan = 15 – 75) (Jacobsson, C) - dec, 2011



* = signifikant skillnad P < 0.05

Research question 1

- All together, the results indicates that the groups in the schools and pre-schools were more developed than normal Swedish groups and also that they developed across time with regard to two of four GDQ scales. They felt more included (stage 1) and levels of conflicts decreased (stage 2).

Research question 2

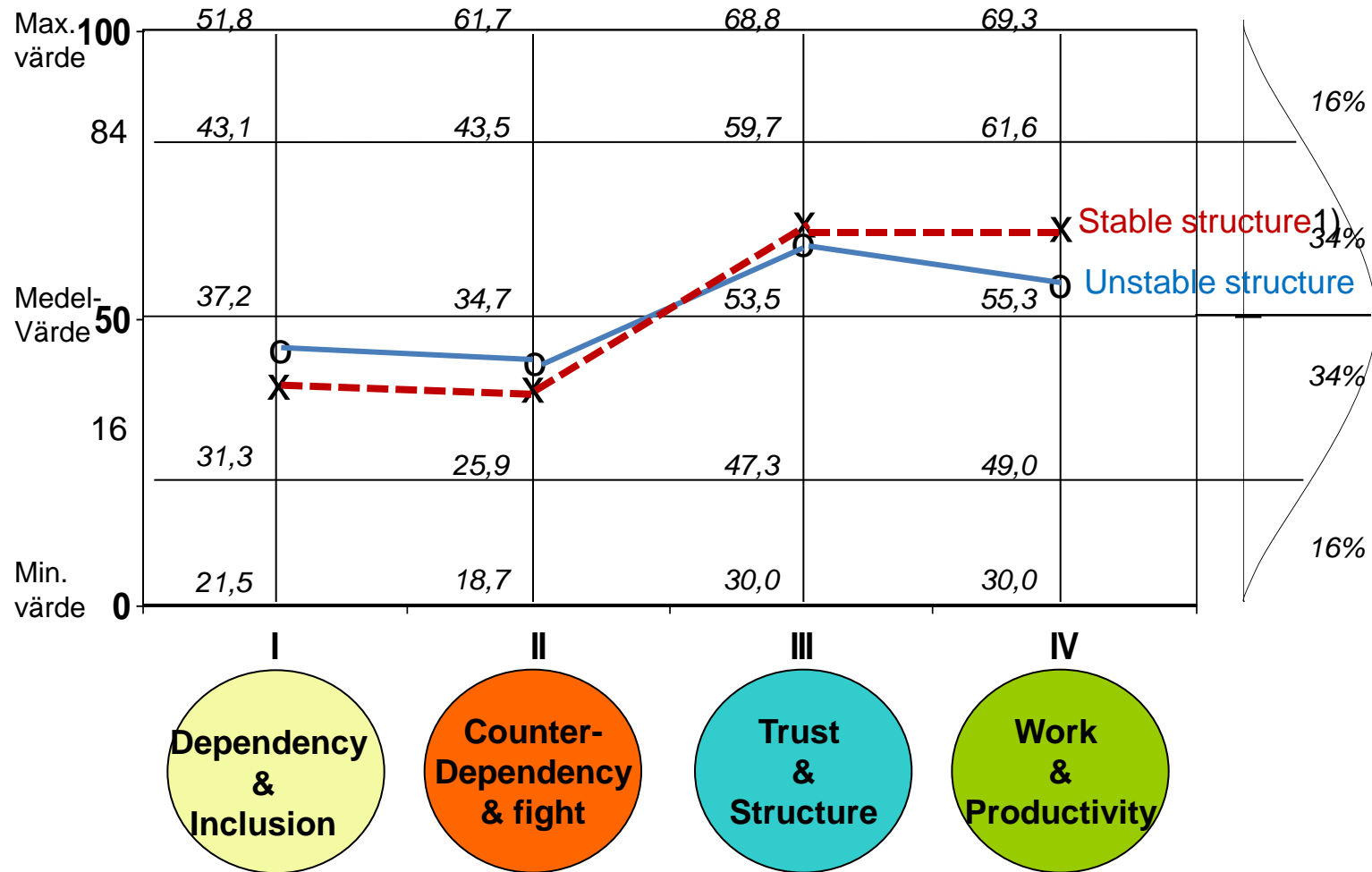
- To what extent did team members' health and well-being change?
- - No change!

Research question 3

- Was stability of membership in the teams a factor in this context?
- One third of the groups in year two were affected by structural changes. These groups were split in half's, merged or were soon to be dissolved
- Did this influence the results?

Before consultation: year 2: 38 groups with unchanged structure¹⁾ compared to 19 groups with changed structure **time 1**

Normerade skalor för I – IV: Procent av grupper i svenska normdata (SE 3, N = 357grupper) som ligger under respektive medelvärde (skalan = 15 – 75)
 (Jacobsson, C) - dec, 2011

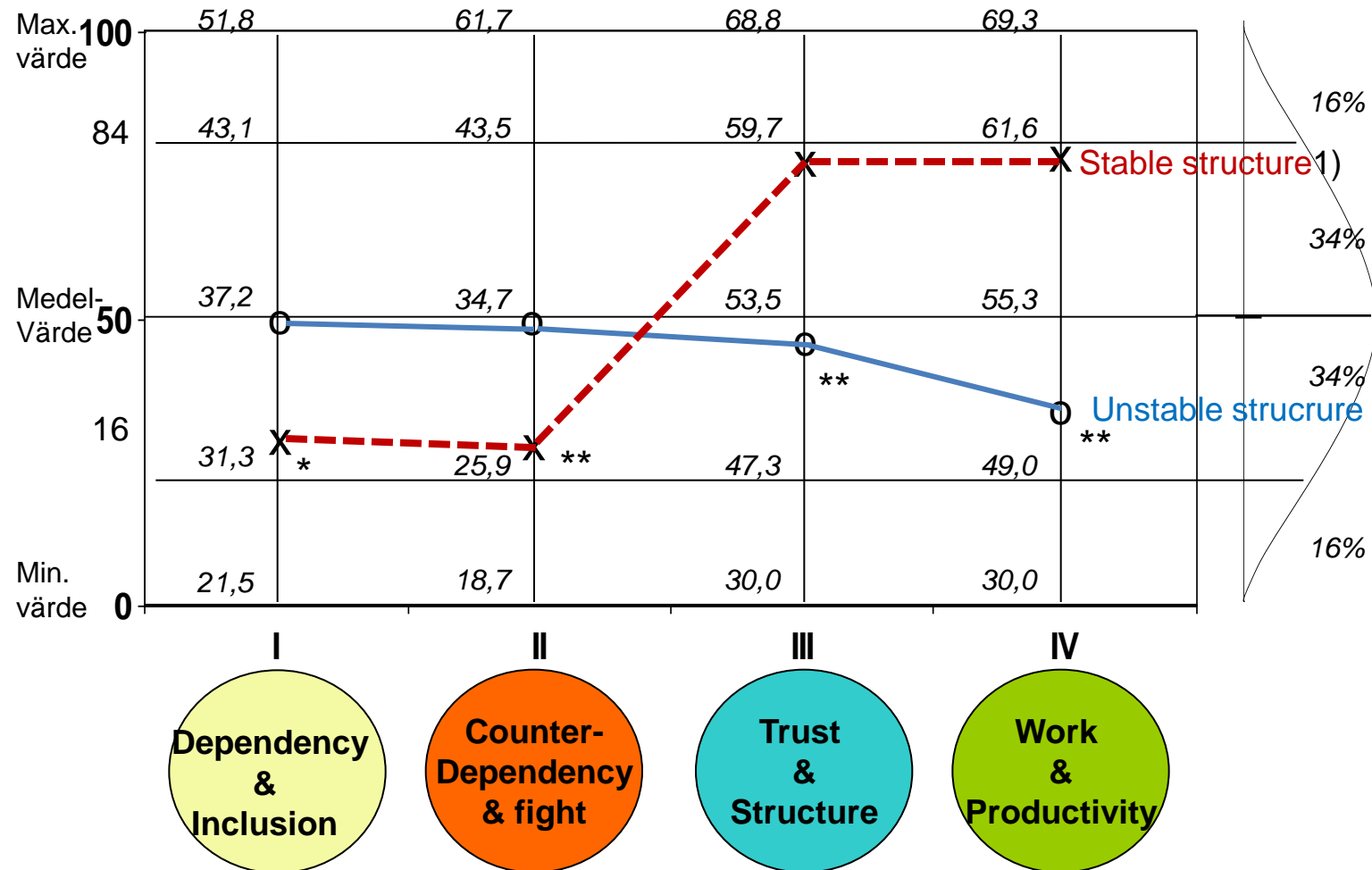


α = p<.10; * = P<0.05; ** = P<0,01

1) Förändrad struktur = grupperna har splittrats, slagits samman, har förestående nedläggning el. dyl.

After consultation: year 2: 38 groups with unchanged structure¹⁾ compared to 19 groups with changed structure **time 2**

Normerade skalor för I – IV: Procent av grupper i svenska normdata (SE 3, N = 357grupper) som ligger under respektive medelvärde (skalan = 15 – 75)
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1) Förändrad struktur = grupperna har splittrats, slagits samman, har förestående nedläggning el. dyl.

Research question 3

– membership stability

- The stable groups developed across time and the unstable groups regressed. Which influence the results on well-being...

Changes in health in stable and unstable groups

Stable groups, n=38 groups

Well-being	Mean value before team development	Mean value after team development	Difference?
Stress	2,8	2,7	No
Emotional exhaustion	2,9	2,7	Tendency, P<0.10. F(1,37)=1,80
Work satisfaction	5,9	6,3	Yes, P<0.05. F(1,37)=-2,15

Unstable groups, n=19 groups

Well-being	Mean value before team development	Mean value after team development	Difference?
Stress	2,8	3,1	No
Emotional exhaustion	2,8	3,0	No
Work satisfaction	5,6	4,7	Yes, P<0.01 F(1,18)=3,37

Conclusions

Research question 1.

- The groups did develop to some extent across time.

Research question 2.

- No differences on well-being among team members across time among 108 groups

Research question 3.

- However, analyzing stable and unstable (structure) groups separately...
 - In the stable groups, the emotional exhaustion had a tendency to decrease and work satisfaction increased across time.
 - In the unstable groups levels of work satisfaction decreased.

The Goal Matrix – A Model for Developing Shared Cognition in Teams

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Abstract

The purpose of this article is to present a model for developing shared cognition in teams, called the goal matrix. The theories and research behind the model is presented along with practical guidelines on how to use the model within a team. The model starts with the overall purpose of the team, why it exists in the first place. Then it defines an internal perspective, concerning team members and their roles, and an external perspective, concerning the stakeholders of the team. The purpose and the relationship between the internal and external perspective defines the context of the team. Further, the model describes three aspects of goals depending on the time horizon; process goals, future results and visions. The place and the time dimensions on goal achievement form six types of goals. These are internal standards and external standards, development goals and operative goals, guiding stars and vision.

Keywords: Goalsetting, goals, context, model, teams, shared cognition, team cognition

Jacobsson, C. (2017). The Goal Matrix – A Model for Developing Shared Cognition in Teams. *Clinical and Experimental Psychology*.3(2).

Goal-matrix for work teams – Purpose, members, stakeholders and goals (Christian Jacobsson)

A. The purpose of the team is:

<i>Place</i>	Time	Process goals – Now/all the time	Future results – Later	Visions – Maybe later
<i>B. Internal focus:</i> Who are members & which roles do they have?		<i>1. Internal standards</i>	<i>3. Developmental goals</i>	<i>5. Guiding stars</i>
<i>C. External focus:</i> Who has an interest in our work/ for whom do we work?		<i>2. External standards</i>	<i>4. Operative goals</i>	<i>6. Vision</i>