

Delarue, Van Hootegem, Procter, & Burrige (2008) identified four interrelated dimensions of teamwork effectiveness: attitudinal, behavioral, operational and financial. The first two represent transmission mechanisms by which organizational performance can be improved. The latter two provide direct measures of organizational outcomes. The review shows that team working has a positive impact on all four dimensions of performance.

Chien-Wen, Yi-Fang & Ming Chia (2010) concluded that teamwork behaviors, trust, and perceived team support significantly influenced team commitment, teamwork behaviors significantly influenced trust among the members, and perceived team support significantly influenced teamwork behaviors, trust, and team commitment.

### **2.2.3. Teamwork KSA and Team Performance:**

In addition, many researches have introduced certain tools to measure the factors affecting teamwork performance. One of these beneficial studies is the work of Nelson (2003). He explored four of the more popular team assessments used today in a workplace setting in an effort to gain greater understanding in how and when to effectively use each and some. These four tools are: Myers-Briggs Type Indicator (MBTI), Campbell-Hallam Team Development Survey (TDS), Teamwork KSA, and Parker Team Player Survey (PTPS). Nelson (2003) concluded that teams that are focusing on the task components would be more likely to benefit from the information determined by the Teamwork KSA and the TDS whereas teams focusing on emotional elements would most likely find the MBTI and PTPS components beneficial. These