Figure 1: Methodological Framework

Independent Variables

Teamwork KSA test

Knowledge, Skills and Abilities (KSA)

   I. Interpersonal KSAs

- Conflict Resolution
- Collaborative Problem Solving
- Communication

II. Self-Management KSAs

- Goal Setting and Performance Management
- Planning and Task Coordination

Dependent Variables

WUE survey measures

Team Performance

- **Team Effectiveness**
- **Team Dynamics**

H.1

H.1.1

H.1.3

H.1.2

H.1.4

H.2

Demographic Variables

- Educational Level
- Age
- Gender
- Years of Service at the Company
- Job Level