

individual team members to understand their strengths and weaknesses with regard to KSA to work effectively as one team.

### **3.2.2. Work Unit Effectiveness (WUE) Survey**

The second instrument that is used is the WUE survey, which was measured by a nine-item measure tapping dimensions of team performance, (a) teamwork effectiveness and (b) team dynamics (Uhl-Bien & Graen, 1998). The nine items measured by this instrument are:

#### **A) Teamwork effectiveness items are:**

- 1- The performance of work unit as whole
- 2- The effectiveness of teamwork.
- 3- The quality of working relationship among unit members.
- 4- How well members worked together within unit.

#### **B) Team dynamics items are:**

- 5- The morale of the unit.
- 6- The effectiveness of communications within the unit.
- 7- Trust among work unit members.
- 8- The amount of interest or involvement among members of the unit.
- 9- The commitment to goals of unit members.

The survey is detailed in Appendix A.

### **3.2.3. Permission to Use Research Instruments**

#### **A) Teamwork KSA Test Instrument (Stevens and Campion, 1994)**