

### **4.3. Results Pertaining to Research Objectives**

This section discusses the results of measuring the level of teamwork KSAs and the level of team performance.

#### **Teamwork KSAs Level:**

Table 6 summarizes the results of teamwork KSAs and its subcategories for teams, which are Interpersonal KSAs (that include Conflict Resolution, Collaborative Problem Solving and Communication) and Self-Management KSAs (that include Goal Setting and Performance Management and Planning and Task Coordination).

The average of teamwork KSAs for the sampled teams in Fine Company was 14 out of 35 possible. Other descriptive statistics are shown in Table 7 for individuals and Table 8 for team average. According to communications with Prof. Stevens (Appendix B), the general average based on large samples taken long before collecting the data for this research is 22.4 out of 35 possible. Referring to Prof. Stevens's communication (2014), he states:

“For example, the average overall Teamwork-KSA Test score is 22.4 correct (out of 35 possible) for all the other people who have taken the test, whereas for your student's sample, the average overall Teamwork-KSA Test score is 14 correct (out of 35 possible). He can interpret this to mean that the people in his study have much lower teamwork skills knowledge than most other people, on average.”