

**Team skills** competency are a learned capacity to interact with other team members at some minimal proficiency level (Cannon-Bowers et al., 1995 as cited by Baker et al., 2006).

**Ability** is an individual capacity to perform the various tasks in a job (Robins and Judge, 2011).

**Interpersonal KSAs:** refers the knowledge, skills and ability that help in conflict resolution, collaborative problem solving and communication (Stevens and Campion, 1994)

**Self-management KSAs:** refers to the knowledge, skills and ability that help in goal Setting and Performance Management as well as Planning and task coordination (Stevens and Campion, 1994).

**Conflict Resolution KSAs:** the KSA to recognize and encourage desirable, but discourage undesirable team conflict and to recognize win-win negotiation strategy (Stevens and Campion, 1994).

**Collaborative Problem Solving KSAs:** the KSA to identify situations requiring participative group problem solving and to utilize the proper degree and type of participation, and to recognize the obstacles to collaborative group problem solving and implement proper corrective actions (Stevens and Campion, 1994).

**Communication KSAs:** the KSA to understand communication networks, to communicate openly and supportively and use active listening techniques in order to enhance communication where possible (Stevens and Campion, 1994).