

WUE survey, then the teamwork KSA is correlated with the team performance and regression analysis was conducted to test the relationship between the two variables.

### **3.2. Research Instruments**

The research will use two instruments: teamwork KSA test, the test was used by permission of Prof. Stevens (2014) as detailed in this section. The second instrument is WUE survey, the survey was used by permission of Prof. Uhl-Bien (2014) as detailed in this section.

#### **3.2.1. Teamwork Knowledge, Skill and Ability (KSA) Test**

Stevens and Campion (1994 and 1999) developed a psychological instrument that was designed to measure the essential knowledge, skills and abilities that are predictive of an individual being able to work effectively in teams. The instrument measures team member's KSAs by two main dimensions: (1) Interpersonal KSAs that include three dimensions: Conflict Resolution KSAs, Collaborative Problem Solving KSAs and Communication KSAs. (2) Self-management KSAs that includes two dimensions: Goal Setting and performance Management KSAs and Planning and Task Coordination KSAs. The instrument contains 35 items and uses a multiple-choice testing format. Candidates are presented with hypothetical team situations and are asked to indicate how they would respond to each situation by selecting from among the alternatives given for each question. Teamwork KSAs test was validated by many researchers like: Stevens and Campion (1999), O'Neill et.al (2012); WUE test was also validated by Leach et.al (2005).