

# Facilitating multidisciplinary collaboration

FOR 4WBB0 TUTORS  
WORKSHOP 2



## Agenda

- ▶ **Aim:** Helping your teams to get the best out of the feedback & move forward
  - ▶ Update about your teams
  - ▶ Exercise
  - ▶ Take aways
  - ▶ Workbook part 2



## Preliminary results psychological safety in your teams

**Q10 - ... members openly discuss different viewpoints related to the assignment.**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Seldom	1	1,5	1,5	1,5
About half the time	14	20,6	20,6	22,1
Usually	33	48,5	48,5	70,6
Always	20	29,4	29,4	100,0
Total	68	100,0	100,0	

Mean = 4,06

**Q10 - ... members freely share information/ideas.**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Seldom	2	2,9	2,9	2,9
About half the time	12	17,6	17,6	20,6
Usually	31	45,6	45,6	66,2
Always	23	33,8	33,8	100,0
Total	68	100,0	100,0	

Mean = 4,10

## Preliminary results psychological safety in your teams

**Q10 - ... members openly communicate about and find ways to improve their work/collaboration processes.**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Never	3	4,4	4,4	4,4
Seldom	13	19,1	19,1	23,5
About half the time	18	26,5	26,5	50,0
Usually	19	27,9	27,9	77,9
Always	15	22,1	22,1	100,0
Total	68	100,0	100,0	

Mean = 3,44

Overall mean level of psychological safety = 3,9

# Feedback

- ▶ Preliminary Design Fair

1<sup>st</sup> time the teams get feedback on their preliminary design

- ▶ Midterm Evaluation

Reflecting on team process

# Possible scenarios

- ▶ How can teams react towards feedback?

	Positive feedback	Negative feedback
Positive response	Yay! We're doing great, we just need to keep moving	Ouch! We need to step up/change something!
Negative response	We're safe, failure avoided	We can't do this, this will never work

## Possible scenario

- ▶ Negative response to **positive** feedback
  - ▶ How will you be able to notice this in a team? What behaviors would you expect?
  - ▶ Think of 2 or 3 ways in which a tutor could intervene in this situation.

## Possible scenario

- ▶ Negative response to **negative** feedback
  - ▶ How will you be able to notice this in a team? What behaviors would you expect?
  - ▶ Think of 2 or 3 ways in which a tutor could intervene in this situation.

## Summary

- ▶ Watch out for negative team responses to feedback
  - ▶ Decrease in motivation/effort
  - ▶ Increase in debates, discussions, and/or conflicts
    - ▶ Task focused
    - ▶ Process focused
    - ▶ Personal



## Take aways

- ▶ Tutor role

	Positive feedback	Negative feedback
Positive response	Cheering, continue your support, strengthen positive vibe	Support their change, motivate, guide constructive discussions
Negative response	Motivate & inspire (warn)	Reformulate feedback, motivate, monitor & guide constructive discussions

## Workbook part 2

- ▶ Effective team description
  - ▶ In this phase, the focus needs to be on **performing**
  - ▶ Meetings 5 – 9
- ▶ Intervene:
  - ▶ When necessary
  - ▶ Only to help not to harm



& See you next time (October 10 or 11)