

Title Upper & Lower case Times New Roman 12-points

Byline author(s) name(s) & affiliations

ABSTRACT (Upper case Times New Roman 12-points)

**Purpose (bold)**- Upper & Lower Case Times New Roman 12-points

**Design/methodology/approach (bold)**- Upper & Lower case Times New Roman 12-points

**Findings (bold)**- Upper & Lower case Times New Roman 12-points

**Implications (bold)** – Upper & Lower case Times New Roman 12-points

**Originality/value**- Upper & Lower case Times New Roman 12-points

**The total word count for the abstract is up to 500 words.** (Title and authors names & affiliations not included) See example below.

# Exploring the Effects of Value Diversity on Team Effectiveness

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## ABSTRACT

**Purpose-** The goal of the present study was to explore the potential impact of within-team value diversity with respect to both team processes and task performance.

**Design/methodology/approach-** We explored value diversity within a comprehensive framework such that all components of basic human values were examined. A sample of 306 participants randomly assigned to 60 teams, performed a complex hands-on task, demanding high interdependence among team members, and completed different measures of values and team processes.

**Findings-** Results indicated that value diversity among team members had no significant impact on task performance. However, diversity with respect to several value dimensions had a significant unique effect on team process criteria. Results were consistent with respect to the nature of the impact of value diversity on team process outcomes.

Specifically, the impact of team value diversity was such that less diversity was positively related to process outcomes (i.e., more similarity resulted in more team cohesion and efficacy and less conflict).

**Implications -** The results indicated that disparity among teammates in many of these values may have important implications on subsequent team-level phenomena. We suggest team leaders and facilitators of teambuilding efforts could consider adding to their agendas

a session with team members to analyze and discuss the combined value profiles of their team.

**Originality/value-** This is the first study to highlight the unique impact of many unexamined, specific components of team diversity with respect to values on team effectiveness criteria.

Example taken from Woehr, Arciniega & Poling (2013), published at JBP.