

## TEAM REFLECTIONS, TEAM MENTAL MODELS AND TEAM PERFORMANCE OVER TIME

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### **Abstract:**

Although previous research proved positive impacts of team reflection on team outcomes, there are only few insights in to which factors (mediators) account for this positive effects and over what period these effects unfold (temporal effects). In a longitudinal experimental study on 22 student project teams, the author examined the impact of repeated team reflections on team performance and team mental models (TMMs) as explaining factors over time. The author tested, whether reflecting teams showed higher increase in similarity and quality of TMMs and team performance over the course of teamwork compared to non-reflecting teams. In addition, the author examined similarity and quality of TMMs as mediators between team reflection and team performance. As expected, team reflections caused significant increases of team outcomes over time. Results also provides evidence that TMMs' quality made a significant contribution to explaining the effects of team reflections on team performance.

*Keywords: team reflection, team mental models, team performance, team learning*