

More diverse teams have the potential to **outperform** less diverse teams, however, more diverse teams can also perform worse. This depends upon management of the team (by a manager or the team itself) (Distefano & Maznevski, 2000).

- In (diverse) teams people often have different expectations of how to work together
- To improve team work it is important to agree on how you will work together from the beginning
- Discuss, for example, personal backgrounds, schedules, strengths and weaknesses of working in a group, how you work best
- Create a social contract with your team: Team name, expectations of each other, expectations of the team, expectations of the assignment
- Examples of expectations: how will we make decisions, how will we manage time and deadlines, how will we handle conflicts, how will we give feedback

Adapted from Gibson (2003).