

INTRODUCTION

- **Trait Rumination:** a narrow, self-referential style of thought process about one's negative emotions; specifically, experienced symptoms of distress.
- Rumination is a stable cognitive style of thought that often results in cognitive inflexibility, rather an inability to adapt. (Hokesema et al., 2000)
- **Brooding and Reflection Rumination** (Treynor et al., 2003):
 - Brooding refers to a cognitive rumination process geared towards the comparison of a situation with an alternative standard.
 - Reflection refers to an inward process dedicated to problem solving in response to negative emotions like depression.
- **Cognitive Emergence** occurs when the outcome of a team task is greater than the individual attributes per team member, i.e. the outcome is greater than the sum of its parts.
- Literature shows support for rumination positively impacting task outcomes if reflection occurs post failure, if reflection is goal oriented, and if reflection is straight forward (Ciarocco et al., 2010).
- The Bomb Defusal Task (BDT) and associated surveys measure constructs such as rumination, engagement, anxiety, team trust, and performance; *however*, it warrants further clarification measurements for goal-oriented adaptation.
- Based on the literature, preliminary findings, and an interest in weaving together IO, Clinical, and Cognitive Psychology we posit that **rumination on an interdependence level plays a role in task performance:**

H1A: Rumination, when controlled for emotional content, predicts task success.

H1B: Reflective rumination will have greater predictive strength.

METHODS

n: 71 college students

Procedure: Two participants take part in the Bomb Defusal Task, as sender and receiver. Participants complete self-report pre and post task surveys through Qualtrics to assess mood and personality traits. OBS captures video scripts and facial recognition for the entirety of the task. Physiological constructs are measured with Empatica watch devices.

Measures:

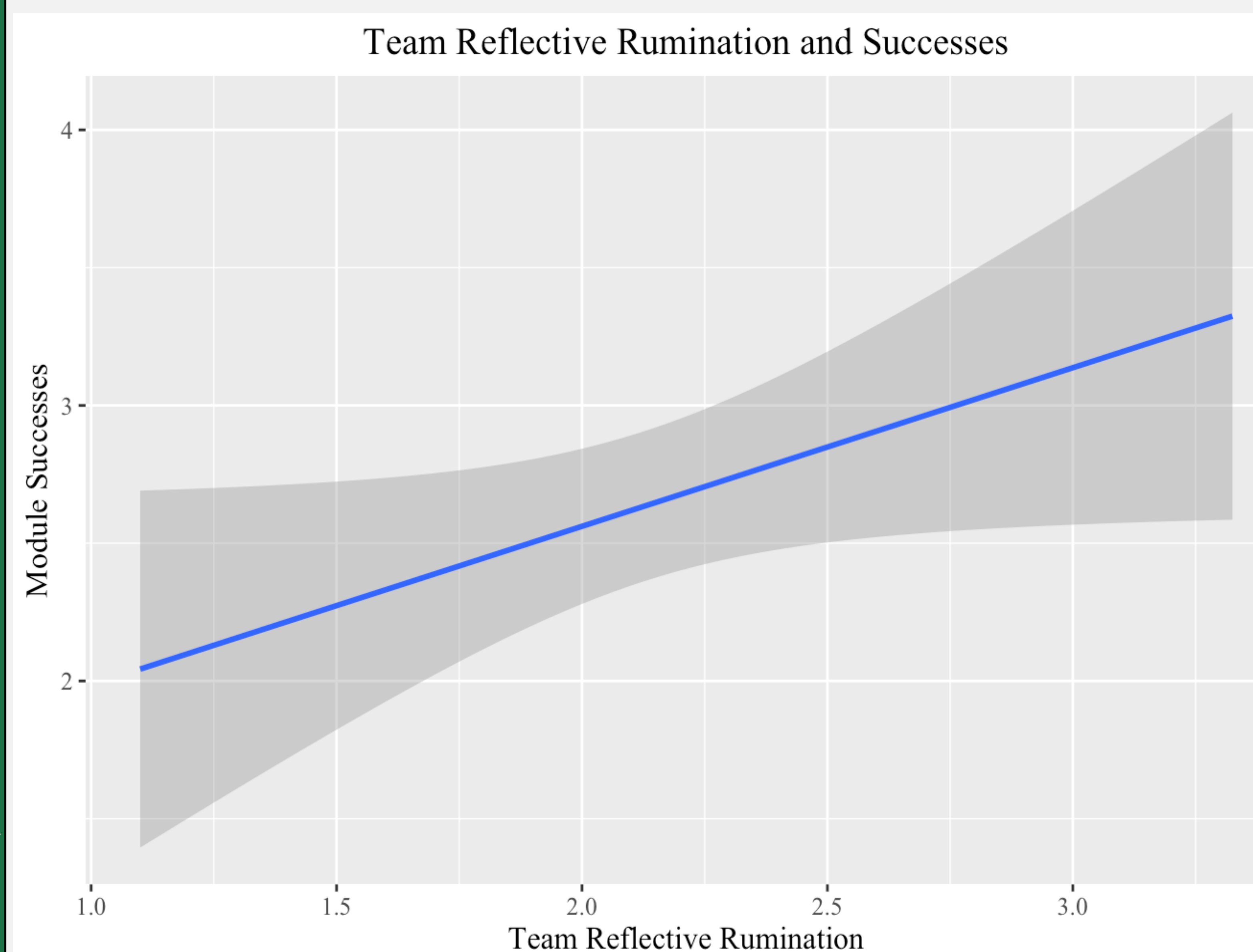
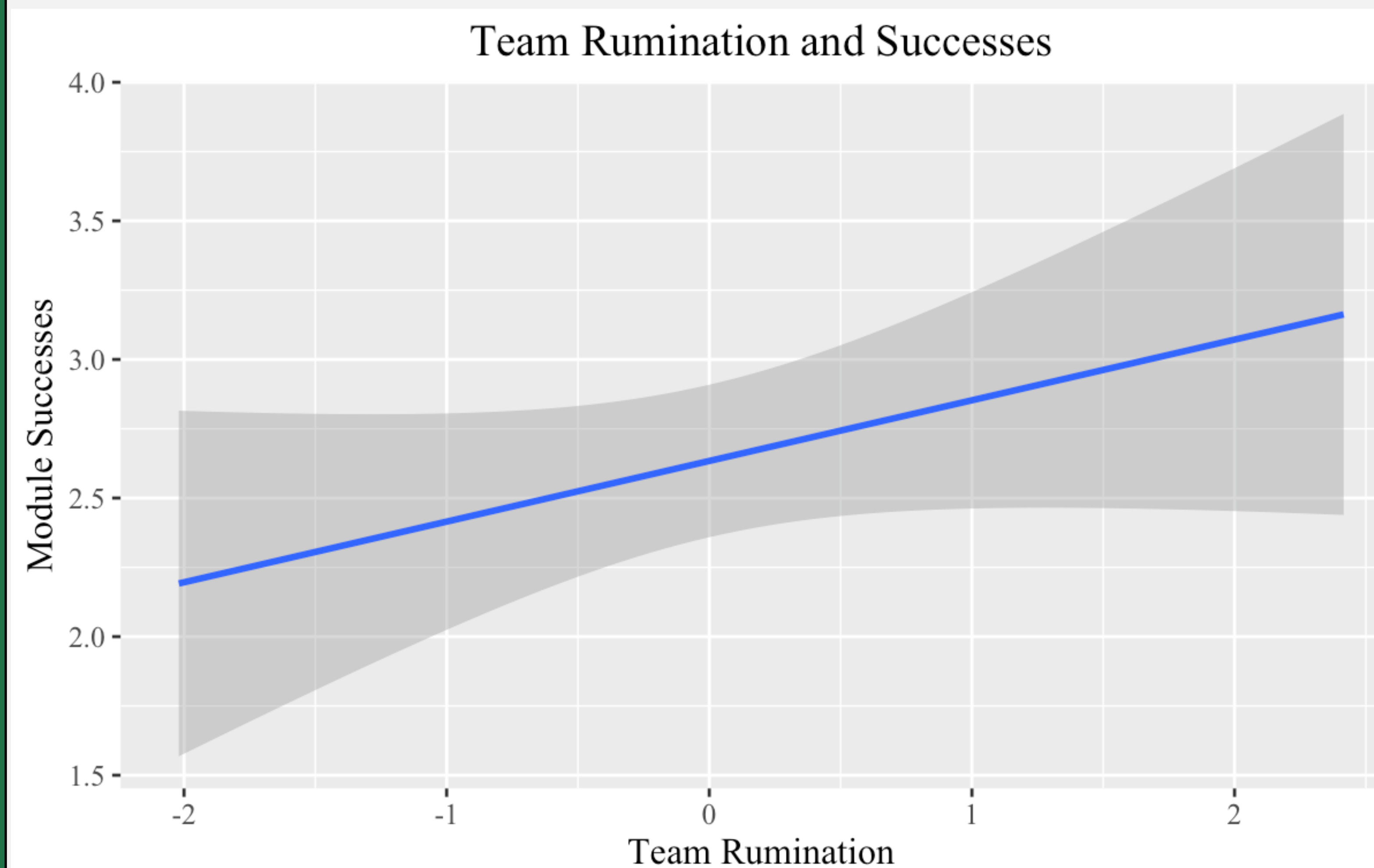
- Reflective Rumination Survey – Short version (Treynor et al., 2003)
- Beck Depressive Inventory Second – Second Edition (Beck et al., 1996)
- State Trait Anxiety Inventory – Trait Anxiety (Spielberger, 1983)
- Task Performance (Successful completion of modules within BDT through dyads)

“Still Thinking About the Title”: Unpacking Rumination in Team Performance

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RESULTS

- All analyses were conducted in R version 4.4.1
- Team level inputs were used in line with Multilevel Theory (Kozlowski & Klein, 2000)
- **After controlling for depression and anxiety, Team Rumination was found to be a significant predictor of task successes**
 - ($\beta = 0.50, t = 2.38, p = 0.020$)
- **Team Reflection approached significance, indicating a positive relationship to predicting task successes**
 - ($\beta = 0.33, t = 1.91, p = 0.060$)
- Team Brooding is not significantly related to performance
 - ($\beta = 0.12, t = 0.53, p = 0.596$)



DISCUSSION

- This study found preliminary evidence that cognitive styles which are predicative of psychopathology may be associated with positive outcomes at the team level in goal focused and concrete tasks.
- **Reflective ruminations' effect at the dyadic level may shape the mental maps of a team through communication in ways that are independent of emotional content.** (i.e., not co-rumination)
 - Implies a broad reflective style underlying certain team dynamics
- Emotional content (Anxiety & Depression) may be a more predictive variable for negative performance outcomes in teams than reflective rumination, which may be useful in certain contexts.

Limitations:

- A larger set of dyads and data is needed in order to strengthen relationship.
- Inability to describe how individual processes become group processes.

Future Research

- Future researchers should seek to clarify the mechanisms from individual to team dynamics
 - Investigate verbal transcripts to find moments of reflective of rumination.
 - Study emotional content and states of being during the task in real time dynamics

Take Aways

- Only Team Reflection approaches significance to predicting successes when controlling for anxiety and depression.
- *Not all* forms of rumination are equally related to team performance.