

MGT 200: Organizational Behavior and Theory

Team Information Gathering

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Common information effect

- Scenario: A three member team must make a hiring decision based on six pieces of information (e.g., previous experience, academic grades, test scores, interview performance). Each team member is tasked with obtaining partial information about each candidate. What will happen when they discuss various job candidates?



Hidden profiles

- Example: Medical teams are often comprised of various medical specialists. Researchers wanted to examine how medical teams performed on hidden profile patient cases versus standard patient cases



Why is the common information effect so... common?

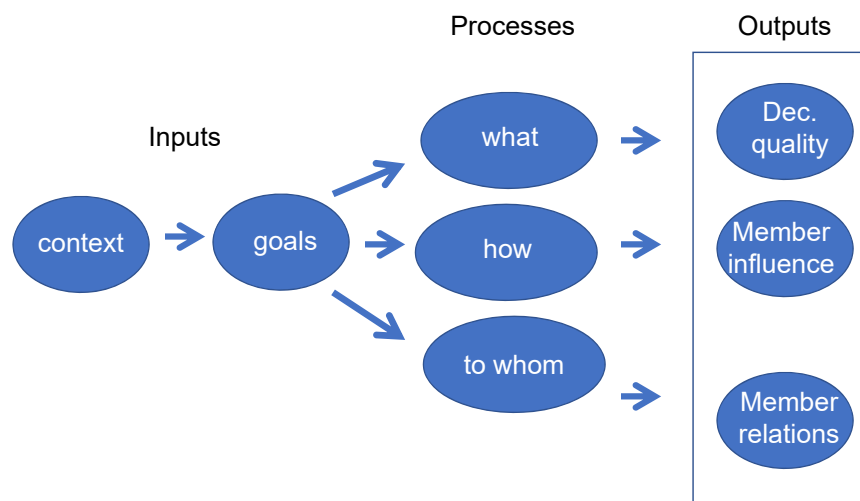
- Collective information-sampling model
- Preference-consistent evaluation of information
- Social comparison

Attempts to increase sharing of unshared information

- Information type and distribution: increase **salience** of unshared info.
- Task features: rank, one correct answer
- Group structure and composition: size, norms
- Time: more time
- Discussion procedures

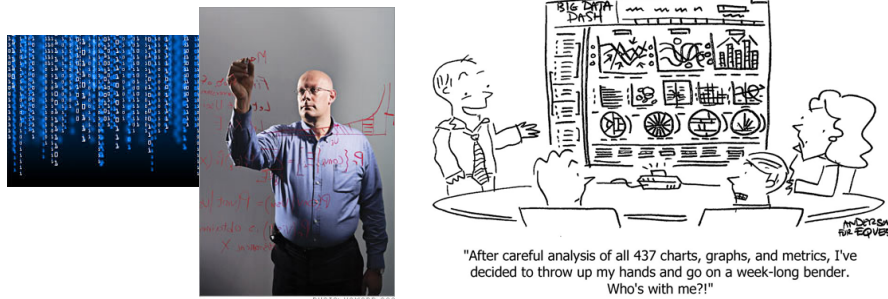


Motivated information sharing model



Evidence-based decision making

- Demand evidence
- Examine the logic
- Treat projects/the organization as an unfinished prototype



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Take-aways

- Team decision making is a motivated process
- Corrective: awareness!
 - Information gathering and sharing process (i.e., bounded awareness)
 - How information that is gathered is shared (i.e., decision making styles)

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