

# THE IMPACT OF CONATION ON TEAM EFFECTIVENESS

Bradley S. Owings

Dr. Robert Watson, Dissertation Supervisor

## ABSTRACT

The purpose of this study was to examine the effect individual conation has on team effectiveness. A historical perspective was established detailing the transition from the factory model of teaching in isolation to the present day accountability movement and the establishment of the No Child Left Behind Act as well as the widespread implementation of Professional Learning Communities.

In this study, the Kolbe A index was administered to participants in order to measure conation. Participants were then placed into either balanced or unbalanced teams. Participants completed team building activities centered around efficiency, task completion, and level of performance in order to determine team effectiveness.

The results of these team activities were compared to the conative makeup of the team in order to determine if a balanced team is more effective than an unbalanced team.