



Sam Houston State University

**Office of Assessment**

Academic Affairs

College of Arts and Media, College of Education, College of Health Sciences,  
and First-Year Experience UNIV 1101

A Report on the Teamwork Self-Reflection Instrument  
2024-2025

The Teamwork Self-Reflection Instrument (TSRI) was developed by the Sam Houston State University's (SHSU) Office of Assessment to evaluate one of six Core Objectives outlined by the Texas Higher Education Coordinating Board (THECB), teamwork. The THECB (2018) defines teamwork as "the ability to consider different points of view and to work effectively with others to support a shared purpose or goal" (p. 4).

## **Method**

### **Instrument**

The TSRI was intentionally designed to assess students' self-perceived actions, attitudes, and behaviors in team settings. It was piloted in Fall 2016, revised, then further tested in Fall 2017 and Spring 2018. The full implementation began in Fall 2018. The TSRI is administered each academic year to approximately 500 students. Over a three-year cycle, each academic college at SHSU participates. The TSRI schedule is available on the Office of Assessment's Core Curriculum Projects [webpage](#), and the TSRI instrument is located in the Appendix of this report.

### **Procedure**

At the beginning of the semester, the Director of Assessment sends an email to college leadership requesting participation in the TSRI process. The Associate Dean responsible for assessment in their college coordinates with department chairs to recruit faculty willing to designate approximately ten minutes of class time during which students are encouraged to complete the TSRI. Interested faculty then coordinate with the Office of Assessment to determine a date and time for students to complete the instrument. A Qualtrics link to the TSRI is sent to students on the arranged date and time. For first-year students enrolled in First Year Experience (FYE) UNIV 1101, a link to the survey is posted in Blackboard. After all of the TSRI's have been completed, the results are exported to an Excel file and then imported into SPSS for data analysis.

### **Participants**

The Office of Assessment strives to elicit faculty and student participation from every department in participating colleges. Although the TSRI may be completed by students enrolled in face-to-face or online classes, face-to-face is the preferred modality as it typically yields higher participation rates.

For 2024-2025, 578 students from the College of Arts and Media, the College of Education, the College of Health Sciences, and sections of FYE UNIV 1101 completed the TSRI. Table 1 provides a breakdown of participants by college. Table 2 provides a breakdown by student classification.

Table 1  
*TSRI Participants by College*

College	<i>n</i>
College of Arts and Media	231
College of Education	41
College of Health Sciences	211
First-Year Experience UNIV 1101	95
Total	578

Table 2  
*TSRI Participants by Student Classification for all Colleges*

Classification	<i>n</i>
Freshman/Sophomore	285
Junior/Senior	293
Total	578

## Results

### Overall Differences Across Teamwork Domains: All Students

Descriptive statistics showed the highest mean scores in Interactions with Group Members, followed by Time and Task Management, Contributions to Group Activities, Contributions to Group Discussions, and Responses to Inter-Group Conflict or Disagreement. Descriptive statistics are provided in Table 3.

Table 3  
*Descriptive Statistics for TSRI Domains – All Students*

Domain	<i>n</i>	<i>M</i>	<i>SD</i>
1-Contributions to Group Activities	578	2.99	.77
2-Contributions to Group Discussions	578	2.75	.75
3-Time and Task Management	578	3.10	.62
4-Interactions with Group Members	578	3.20	.55
5-Responses to Inter-Group Conflict or Disagreement	578	2.73	.90

A repeated-measures ANOVA was conducted to examine differences in students' self-perceived teamwork skills across the five domains of the Teamwork Self-Reflection Instrument (TSRI): Contributions to Group Activities (Domain 1), Contributions to Group Discussions (Domain 2), Time and Task Management (Domain 3), Interactions with Group Members (Domain 4), and Responses to Inter-Group Conflict or Disagreement (Domain 5). Domain 6 (Reflection on Teamwork Experience) was excluded from this analysis.

Mauchly's Test of Sphericity indicated that the assumption of sphericity had been violated; therefore, Greenhouse–Geisser–corrected results are reported. Results revealed a statistically significant main effect of domain,  $F(3.50, 2019.49) = 75.56, p < .001$ , partial  $\eta^2 = .116$ , indicating a medium effect size (Cohen, 1988). Bonferroni-adjusted pairwise comparisons indicated that Interactions with Group Members was rated statistically significantly higher than

all other domains. Time and Task Management was rated statistically significantly higher than Contributions to Group Activities, Contributions to Group Discussions, and Responses to Inter-Group Conflict or Disagreement, but statistically significantly lower than Interactions with Group Members. Contributions to Group Activities was rated statistically significantly higher than Contributions to Group Discussions and Responses to Inter-Group Conflict or Disagreement. No statistically significant difference was observed between Contributions to Group Discussions and Responses to Inter-Group Conflict or Disagreement.

### Differences by Student Classification

Descriptive statistics for students classified as freshman/sophomore revealed that the highest mean scores occurred for Interactions with Group Members, followed by Time and Task Management, Contributions to Group Activities, Contributions to Group Discussions, and Responses to Inter-group Conflict or Disagreement, respectively. Descriptive statistics for students classified as freshman/sophomore are provided in Table 4.

For students classified as juniors/seniors, descriptive statistics showed that the highest scores occurred for Interactions with Group Members, followed by Time and Task Management, Contributions to Group Activities, Responses to Inter-Group Conflict or Disagreement, and Contributions to Group Discussions. Descriptive statistics for students classified as junior/senior are provided in Table 5.

A comparison of mean scores between freshmen/sophomores and junior/seniors revealed that both groups scored highest in Interactions with Group Members, followed by Time and Task Management, and Contributions to Group Activities. However, for the remaining two domains, freshmen/sophomores scored themselves lowest in Responses to Inter-Group Conflict or Disagreement, while juniors/seniors scored themselves lowest in Contributions to Group Discussions. Overall, juniors/seniors' mean scores were slightly higher across all domains.

Table 4

*Descriptive Statistics for TSRI Domains by Freshman/Sophomore Classification for Colleges and FYE UNIV 1101 Combined*

Domain	<i>n</i>	<i>M</i>	<i>SD</i>
1-Contributions to Group Activities	285	2.96	.81
2-Contributions to Group Discussions	285	2.73	.76
3-Time and Task Management	285	3.02	.64
4-Interactions with Group Members	285	3.18	.55
5-Responses to Inter-Group Conflict or Disagreement	285	2.64	.93

Table 5

*Descriptive Statistics for TSRI Domains by Junior/Senior Classification for Colleges Combined*

Domain	<i>n</i>	<i>M</i>	<i>SD</i>
1-Contributions to Group Activities	293	3.03	.74
2-Contributions to Group Discussions	293	2.77	.74
3-Time and Task Management	293	3.19	.59
4-Interactions with Group Members	293	3.22	.55
5-Responses to Inter-Group Conflict or Disagreement	293	2.81	.87

To examine whether teamwork scores differed by student classification, a mixed repeated-measures ANOVA was conducted with domain as the within-subjects factor and student classification (freshman/sophomore vs. junior/senior) as the between-subjects factor. Mauchly's Test of Sphericity indicated that the assumption of sphericity had been violated; therefore, Greenhouse–Geisser–corrected results are reported. Consistent with the overall analysis, results indicated a statistically significant main effect of domain,  $F(3.49, 2012.76) = 75.73, p < .001$ , partial  $\eta^2 = .116$ , reflecting moderate differences across the five teamwork domains. There was also a statistically significant main effect of student classification,  $F(1, 576) = 5.51, p = .019$ , partial  $\eta^2 = .009$ , indicating a small effect size (Cohen, 1988), with juniors/seniors reporting slightly higher overall teamwork scores than freshmen/sophomores. The interaction between domain and student classification was not statistically significant, indicating that although overall scores differed slightly by class level, freshmen/sophomores and juniors/seniors exhibited similar patterns of relative strengths and weaknesses across the five teamwork domains.

## Discussion

### Results Summary: Overall Differences Across Team Domains for All Students

Students' self-perceived teamwork skills differed meaningfully across the five TSRI domains. Overall, Interactions with Group Members received the highest ratings, followed by Time and Task Management. Contributions to Group Activities received moderate ratings, while Contributions to Group Discussions and Responses to Inter-Group Conflict or Disagreement were rated lowest and did not differ significantly from one another. Bonferroni-adjusted pairwise comparisons showed a clear ordering of domains, with Interactions with Group Members rated significantly higher than all other domains, and Time and Task Management rated significantly higher than Contributions to Group Activities, Contributions to Group Discussions, and Responses to Inter-Group Conflict or Disagreement.

These findings suggest that students generally perceived their strongest teamwork skills to be related to interpersonal interaction and collaboration with peers, as well as managing time and tasks within group settings. In contrast, students perceive greater challenges related to contributing to group discussions and responding to inter-group conflict or disagreement, which appear to be comparatively weaker areas of teamwork skill development. The medium effect size indicates that these differences are meaningful and consistent across the student population.

## **Results Summary: Differences by Student Classification**

When teamwork scores were examined by student classification, results again showed significant differences across the five teamwork domains, mirroring the overall pattern observed for all students. In addition, juniors and seniors reported slightly higher overall teamwork scores than freshmen and sophomores, although the magnitude of this difference was small. Importantly, the interaction between teamwork domain and student classification was not statistically significant, indicating that both class groups demonstrated similar patterns of relative strengths and weaknesses across the five domains.

These findings suggest modest differences in overall self-perceived teamwork skills by class level, with juniors and seniors reporting slightly higher scores. However, because the pattern of domain-level strengths and challenges was consistent across class groups, areas such as group discussions and conflict management appear to be systematic rather than specific to early-stage students.

## **Practical Implications: Overall Differences Across Team Domains for All Students**

Based on the statistically supported findings, the following recommendations may support the development and improvement of teamwork skills:

- *Strengthen instructional support for group discussions.*  
Incorporate structured discussion strategies, clear participation expectations, and facilitation techniques to encourage more active and equitable contributions.
- *Enhance opportunities to develop conflict-management skills.*  
Integrate learning activities focused on constructive disagreement, conflict resolution, and collaborative problem-solving within group-based coursework.
- *Leverage strong interpersonal and task-management skills.*  
Build on students' strengths in interacting with group members and managing tasks as a foundation for strengthening weaker teamwork domains.

## **Practical Implications: Differences by Student Classification**

Based on the statistically supported findings, the following recommendations are appropriate:

- *Reinforce teamwork skill development across all class levels.*  
Because similar patterns emerged for freshmen/sophomores and juniors/seniors, teamwork instruction should be embedded throughout the curriculum rather than limited to introductory coursework.
- *Monitor developmental trends over time.*  
Continued assessment may help determine whether small overall differences by classification change as students progress academically.

## References

Cohen, J. (1988). *Statistical power analysis for the behavioral sciences* (2<sup>nd</sup> ed.). Lawrence Erlbaum Associates.

Texas Higher Education Coordinating Board. (2018). *Texas core curriculum*.  
<https://reportcenter.highered.texas.gov/agency-publication/miscellaneous/elements-of-the-texas-core-curriculum/>

## **Appendix**

### **Teamwork Self-Reflection Instrument**

Greetings!

The Teamwork Self-Reflection Instrument (TSRI) survey that you are about to take will help the Office of Assessment collect information regarding student teamwork skills at SHSU as part of our analysis of core learning objectives to help ensure students receive a quality core curriculum.

There is no foreseeable risk or harm to you for participating in this assessment, and all data collected will be used as a whole. Your participation is purely voluntary and will not affect your standing at SHSU in any way.

The TSRI reflects how you behave as a team member, preferably in classes at SHSU. If you have not yet participated in any group activities at SHSU, then respond as best you can based on any prior teamwork experiences. You are to reflect upon your experiences as a whole, not necessarily just one experience. The idea is to capture a sense of your general perceptions regarding your actions and behaviors in a team setting.

You will have a total of 20 multiple-choice selections regarding various aspects of teamwork. Please make the choice that you feel best identifies your behaviors - there are no wrong answers! This survey should take you no more than 10 minutes to complete.

Thank you for your participation!

The Office of Assessment  
Sam Houston State University



### **Domain 1: Contributions to Group Activities**

Select the statements that best describe how you **contribute to group activities**.

#1 Choose one from the list below.

- I only contribute what is required to complete the project or task.
- I may contribute some ideas and work to the group.
- I actively contribute ideas and work that advance the project.
- I help integrate the work and ideas of all group members to complete the project.

#2 Choose one from the list below.

- I always let others come up with ideas for completing the group project.
  - I generally allow others to come up with ideas for completing the group project, although I may contribute ideas on occasion.
  - I make sure that mostly my ideas are considered or used to complete the group project.
  - I make sure that all ideas are considered if they help complete the group project.
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### **Domain 2: Contributions to Group Discussions**

Select the statements that best describe how you **contribute to group discussions**.

#3 Choose one from the list below.

- I only participate in group discussions when required.
- I will participate in group discussions, though I do not like doing so.
- I like participating in group discussions, but generally don't start them.
- I like participating in group discussions and will start them.

#4 Choose one from the list below.

- I never lead the group discussion.
- I almost never lead a group discussion.
- I often find myself leading group discussions.
- I will lead group discussions, but don't mind if others do so.

#5 Choose one from the list below.

- I don't contribute to group discussions unless I'm asked a direct question.
- I'm usually quiet in group discussions but will speak up if I feel it's very important.
- I sometimes dominate the group discussion with my views and opinions.
- I notice when someone is not participating and invite them to engage in the conversation.

#6 Choose one from the list below.

- I don't feel that a lot of discussion is necessary to complete a group project.
- I'm willing to let others talk if it will get the project completed faster.
- I'm more interested in getting the work done than ensuring all group members are participating equally.
- I feel that it's important for group discussions to involve all group members.

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### **Domain 3: Time and Task Management**

Select the statements that best describe your **time and task management**.

#7 Choose one from the list below.

- I generally let my group members establish any timelines for completing work.
- I am involved with establishing timelines for completing work, but generally let others take the lead.
- I take the lead in determining timelines for completing work by the group and am willing to assign tasks to other group members.
- I work with my group members to determine timelines and to identify the best person to complete each task.

#8 Choose one from the list below.

- I complete the work that is assigned to me by the group, but don't really go beyond that.
- I may volunteer to complete certain tasks if no one else is willing to do them.
- I will volunteer for tasks that I see as being more difficult.
- I will volunteer for the tasks that I feel I am best suited to complete.

#9 Choose one from the list below.

- I usually do not complete my assigned work by established deadlines.
- I usually complete my assigned work by established deadlines, but sometimes I am late.
- I complete all my assigned work by established deadlines.
- I complete most or all of my assigned work before established deadlines.

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#### **Domain 4: Interactions with Group Members**

Select the statements that best describe your **interactions with group members**.

#10 Choose one from the list below.

- I'm sometimes impolite or short with my group members.
- I try not to be rude or impolite with my fellow group members.
- I'm generally kind and polite with my fellow group members
- I'm almost always kind and polite with my fellow group members.

#11 Choose one from the list below.

- I may use negative tones when I write or speak to my group members about our project.
- I sometimes use both positive and negative tones when I write or speak to my group members about our project.
- I generally use positive tones when I write or speak to my group members about our project.
- I almost always use positive tones when I write or speak to my group members about our project.

#12 Choose one from the list below.

- I sometimes display negative facial expressions and body language when I interact with my group members.
- I use both positive and negative facial expressions and body language when I interact with my group members.
- I generally display positive facial expressions and body language when I interact with my group members.
- I almost always display positive facial expressions and body language when I interact with my group members.

#13 Choose one from the list below.

- I sometimes speak negatively about the project or task my group is trying to complete.
- I sometimes speak both positively and negatively about the project or task my group is trying to complete.
- I generally speak positively about the project or task my group is trying to complete.
- I almost always speak positively about the project or task my group is trying to complete.

#14 Choose one from the list below.

- I avoid helping my group members accomplish tasks.
  - I provide help to my group members, if asked, but don't go out of my way to do so.
  - I don't mind helping my fellow group members if they need it.
  - I will go out of my way to assist my fellow group members if they need help.
- 

### **Domain 5: Responses to Inter-Group Conflict or Disagreement**

Select the statements that best describe your **responses to inter-group conflict or disagreement**.

#15 Choose one from the list below.

- I feel that conflict in a group is never good and should be avoided if possible.
- I feel that there is always a right side and a wrong side in group conflicts, and I want to be on the right side.
- When conflict occurs, I recognize the value of different perspectives but think the conflict should be minimized to prevent it from interfering with the group task.
- I feel that conflict in a group can be positive and can help in accomplishing a group task.

#16 Choose one from the list below.

- I try to avoid group conflict.
- I allow others to take the lead in resolving conflict.
- I take the lead in combining the ideas of group members to resolve the conflict.
- I work with my group members to resolve the conflict in a way that strengthens the group and the project.

#17 Choose one from the list below.

- I think conflict should be avoided because it interferes with the completion of a project.
  - I think that it's quicker to let others resolve conflict.
  - I try to resolve the conflict as quickly and efficiently as possible, so it does not distract us from our project.
  - I work with my group members to resolve the conflict, even if it takes more time and work.
- 

### **Domain 6: Reflection on Teamwork Experience**

Reflect on your teamwork experiences

#18 Select your number of teamwork experiences at SHSU.

- 0
- 1-3
- 4-6
- 7-9
- 10 or more

#19 I would rate my ability to work with others as:

- Very below average
- Below average
- Average
- Above average
- Very above average

#20 I think my teamwork skills are better than \_\_\_ of students completing this survey.

- 10%
- 30%
- 50%
- 70%
- 90%