Group decision quality (GDQ) is often dependent on the effective integration of individual member contributions. Recent research suggests that group functions, such as group leadership, role assignment, and group discussion, are centrally linked to the integration of individual member contributions. This study attempted to extend these findings by examining the possible mediating effect of language usage on the relationship between the distribution of competitiveness and group performance.

Background

1. Our previous research showed that the distribution of competitiveness within a group is strongly related to group performance, and group performance (e.g., group efficacy) is related to the effective integration of individual member contributions. In the present study, the effectiveness of this model in identifying research questions was evaluated.

2. Several studies were recently completed to understand the relationship between group performance and individual member contributions. These studies revealed that group performance is strongly influenced by the effective integration of individual member contributions.

3. The present study was designed to examine the relationship between the distribution of competitiveness and group performance. This study attempted to extend our previous research by examining the relationship between the distribution of competitiveness and group performance.

Method

The task was a group decision-making activity. Participants were randomly assigned to groups, and each group was asked to rank order a set of items in terms of their importance to the group. The groups' tasks were to rank order these items in terms of their importance to the group. The groups' tasks were to rank order these items in terms of their importance to the group. The groups' tasks were to rank order these items in terms of their importance to the group.

Participants

The participants in the present study were randomly assigned to groups. Each group consisted of four members, and each member was assigned a specific role. The members' roles were randomly assigned to ensure that each group had a balanced distribution of skills.

Measure

1. Turn taking: The number of turns taken by each member in the group was recorded. This measure was used to examine the relationship between the distribution of competitiveness and group performance.

2. Group added value: The group added value was calculated for each group. This measure was used to examine the relationship between the distribution of competitiveness and group performance.

3. Loquacity: The loquacity of each member in the group was recorded. This measure was used to examine the relationship between the distribution of competitiveness and group performance.

4. Linguistic style matching (LSM): This measure was used to examine the relationship between the distribution of competitiveness and group performance.

Results

1. The relationship between the distribution of competitiveness and group performance was significant. The relationship was stronger for groups with a balanced distribution of skills.

2. The relationship between the distribution of competitiveness and group performance was stronger for groups with a high degree of linguistic style matching.

3. The relationship between the distribution of competitiveness and group performance was stronger for groups with a high degree of competitiveness within the group.