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Inter-Team Cognitive Diversity – Using Distributed Cognition for Analyzing Team Cognitive Diversity

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Abstract

Teamwork in contexts of remote and hybrid working has become increasingly prevalent. Thus, the importance of developing and enhancing this mode of working is important. Previous literature has focused on the study of within-team diversity, which is why this research takes the perspective of inter-team diversity. This study aims to bring insights into teamwork from a cognitive perspective, using ethnography to compare how teams in different domains diversely organize and function to achieve their goals as distributed cognitive systems. Distributed Cognition is selected as a theoretical approach, especially the Distributed Cognition for Teamwork – CL (DiCoT-CL), which has been used previously in numerous studies relating to teamwork contexts.