

Community

Many teams have the ideas, resources, and data to be successful and solve complex problems. But the people that bring those ideas and resources to the table must be able to work together for the project to be productive and successful. In Team Science the goal is to be able to work together to answer challenging and important questions. Often, however, the inherent features of interdisciplinary teams that are at the root of team challenges become barriers to success. The important question then is what we can do to move teams from dysfunctional to functional and productive so they can better leverage the project, resources, and expertise to solve problems.

A good way to overcome these barriers is to look at what other types of teams do to maintain their own well-being and productivity. We are interested in faith-based intentional communities where people live, learn, and work together. Science teams and health care teams are like these ancient and contemporary Christian communities in several important ways:

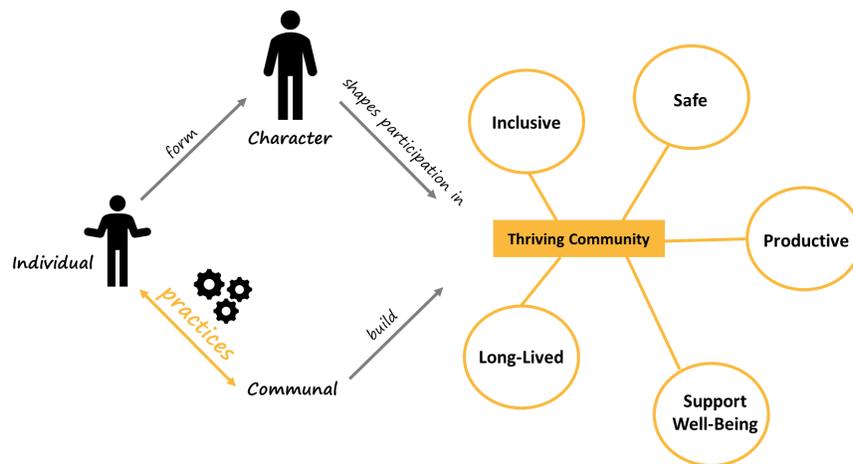
- Membership within these communities changes over time as new people join and others leave to pursue new endeavors.
- Both communities have shared goals, need to navigate budgets and finances, and require people with diverse experiences and expectations to function together towards a common goals.
- Successful faith-based communities need to have longevity because work takes time and a commitment to sticking with a project for defined a period of time (even when challenges arise) can lead to an enhanced ability to find solutions to complicated problems.
- Successful communities are also productive. The outputs of the community are a mark of a healthy community.
- Successful communities also promote the well-being and growth of their individual members. This is required for the longevity of the group as well as to maximize productivity.

All of these features of successful communities are also things that we desire for interdisciplinary scientific teams. The principles and practices of intentional faith-based communities can enhance the long-term success and thriving of collaborative scientific projects as well.

Drawing on what we have learned from faith-based intentional communities, the key to facilitating the productive sharing and exchange of resources and ideas requires a thriving community. This thriving community provides the environment to better leverage the project resources, and expertise of the team and overcome the challenges we described.



A thriving community is inclusive and safe, long-lived, supports the well-being of its members, and is productive. Thriving community is created through a series of practices. This is a mix of communal practices, that are used by the people on the team together to help directly build thriving community, and individual practices. These individual practices help to form character, which then shapes participation in the thriving community and leads to productive outcomes.



Our goal with spending time on these practices is to help equip the next generation of researchers and team members with the information and ability to implement these key practices so they are prepared to contribute and function effectively within interdisciplinary teams. As you continue throughout your time, you will have a chance to learn about and use these practices and discuss the ways they contribute to building a thriving community in your team environment.