**YOUR NAME TEAM**

**Quiz on “Google’s Quest for the Perfect Team”** by Charles Duhigg

1. Both of the teams that Julia Rozofsky was on had people that were friendly and smart. But the first group behaved differently when they were together in a group.
2. They said mean things to Julia.
3. They just were not hard working.
4. They were competitive and wanted others to think them smart.
5. Certain personalities took over the group.
6. Google undertook research to figure out what makes the best functioning team for all of the reasons below EXCEPT:
7. Google felt that the NBA and the NFL were the best models for getting the most work from your employees.
8. In the workplace, more work is being done collaboratively and on teams.
9. People working in teams get better results and are happier at work.
10. Google reasoned that stronger teams would bring in more innovation and stronger profits.
11. Project Aristotle is
    1. the name of a set of ancient documents that include the work of the Greek philosopher we know as “Aristotole.”
    2. the name of one of Google’s innovation teams.
    3. the project that Google’s founders embarked on when they created Google as a master search engine.
    4. the name of the research project at Google that would spend millions of dollars to figure out why some teams failed and others were amazingly successful.
12. All the of ideas below are hypotheses that Google thought might be the secret of what makes a great team EXCEPT:
    1. The best teams consist of the “best” people put together into one team.
    2. The best teams come from the mid-western states where people are more relaxed.
    3. The best teams combine people who are already friends when not at work.
    4. The best teams are made up of people who have the same interests.
13. When they could find no pattern, they discovered the concept of “group norms” in the writings of psychologists and sociologists. Group norms are
    1. the shared desire to be “normal.”
    2. unwritten rules of behavior that exist within a group.
    3. the need for people to be similar to one another in order to communicate effectively.
    4. a set of rules that are discussed and agreed to by the group.
14. Is Collective IQ (Team or group IQ) the same as the IQ of the individuals in a team?
    1. No, because not all teams treat their members the same way and how members are treated by their teams is the biggest factor in the performance of the team in their job.
    2. No, because the Collective Team has much more experience than the individuals that make it up.
    3. No, because the Collective can allow the smartest to lead the group.
    4. Yes, because the Collective is only as strong and smart as the individuals in the group.
15. One norm in a strong teams is “equality in distribution of conversation turn-taking.”
    1. This means that the group believes in equality and votes for parties that believe in the value of equality.
    2. This means that everyone enjoys speaking.
    3. This means that in a strong team an important group norm is that everyone on the team speaks about the same amount.
    4. This means that the group appoints someone with a watch to make sure that no one speaks more than anyone else.
16. The norm of “social sensitivity” means all of the following EXCEPT:
    1. that people have a sense of what others may be feeling.
    2. that people know how to make other comfortable.
    3. that people are social and know how to have a good time.
    4. that people are respectful of others.
17. More than any other norm, the norm of “psychological safety” predicts team success for all of the following reasons EXCEPT:
    1. It means that no one is afraid they will be fired.
    2. it allows people to feel free to share their ideas even if they think those ideas are probably wrong and even stupid.
    3. It allows for individual team members to take risks.
    4. It removes fear of criticism and rivalries and other ego issues.
18. When Matt Sakaguchi revealed that he had Stage 4 cancer to his team, all of the following occurred EXCEPT:
    1. people were shocked but also felt it was psychologically safe to share things going on in their lives.
    2. People found it easier to be honest about things troubling them with their group.
    3. The team underwent a transformation - emotional conversations, psychological safety and high group performance were created within this team.
    4. Some people found it too hard to continue on the team.