

DIVPROD 1.4: EX1 (#133950)

Author(s)

This pre-registration is currently anonymous to enable blind peer-review.
It has 3 authors.

Pre-registered on: 2023/05/30 - 12:42 PM (PT)

1) Have any data been collected for this study already?

No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?

We will test if priming professional workers to act inclusively within a team improves team creativity. If so, is priming inclusion most effective at improving creativity if the behaviours relate to fostering team belonging and uniqueness (Belonging Condition), dissent (Dissent Condition), or a combination of these (Total Condition)?

H1: We expect teams who receive a short inclusion video intervention that informs the group how to take more inclusion actions to produce more creative proposals in the online task than control groups who receive no intervention.

H2: We expect teams that receive a short inclusion video intervention that informs them how to take a mix of actions that encourage belonging and dissent (Total Condition) to produce more creative proposals in the online task than groups who receive inclusion interventions focused on either belonging/uniqueness (Belonging Condition) or encouraging dissent alone (Dissent Condition).

H3: We will test for differences between the groups in the Belonging Condition and Dissent Condition on the creativity of proposals produced, however we do not have a clear expectation for the direction of this difference.

Does the diversity of individuals within the team (gender, race/ethnicity, socio-economic status) moderate the relationship between inclusion interventions and team creativity?

H4: We expect an interaction between the inclusion interventions (vs. control) condition and team diversity in predicting the creativity of proposals produced. Specifically, we expect that the effect of the inclusion interventions on the creativity of proposals, compared to the no intervention control, will be stronger in more (vs. less) diverse teams (with diversity based on gender, race/ethnicity, and SES).

H4a: We expect H4 for more gender-diverse teams.

H4b: We expect H4 for more ethnically diverse teams.

H4c: We expect H4 for more SES diverse teams.

We will also ask, if inclusion interventions lead diverse teams to produce more creative proposals, is this explained by greater team inclusion?

H5a: We expect inclusion interventions in diverse teams to increase team inclusion

H5b: We expect team inclusion to be positively associated with team creativity

H5c: We expect team inclusion to mediate any relationship between inclusion interventions and team creativity

H5d: We expect team inclusion to mediate any relationship between inclusion interventions (and their interaction with diverse teams) and team creativity

3) Describe the key dependent variable(s) specifying how they will be measured.

DV1: Creativity of proposals. Participants teams will complete a proposal for the management of a large theatre (adapted from the Windy City Theatre task; Hoever et al., 2018), with the proposal documented and submitted by the leader. The creativity of proposals will be assessed by two independent coders based on novelty and usefulness (7-point Likert from "1= not novel/useful at all to 7=very novel/useful"), averaged based on scores between independent coders.

DV2: Team inclusion (Team Climate for Inclusion). Measures the inclusion felt while completing the task. Assessed on 9 items (5-point Likert from "1 = strongly disagree, 7 = strongly agree"), aggregated to team level.

Diversity: Diversity will be calculated using a Blau's index using multiple measures of diversity or a single measure (gender, ethnicity, SES).

4) How many and which conditions will participants be assigned to?

Participants will be assigned to one of 4 inclusion conditions, the inclusion intervention consists of a short (2min) video giving task instructions and giving information about creating inclusive teams / meetings. This information will either be focused on belonging and uniqueness, dissent, or both (total condition). Those who do not receive the inclusion intervention will watch a neutral video that simply offers preliminary task instructions.

1) Control (C): No inclusion intervention received; participants watch video on task instructions.

2) Treatment 1 (T1): Belonging Condition –Video intervention that encourages behaviours that promote team member's uniqueness and belonging.

3) Treatment 2 (T2): Dissent Condition - Video intervention that encourages team member's expressing dissent and resolving conflict.

4) Treatment 3 (T3): Belonging + Dissent Condition (Total Inclusion) - Video intervention that encourages behaviours that promote team-members uniqueness and belonging, and expressing dissent and resolving conflict.

All conditions will be incentivised by charity donation for the best performing teams.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.

H1-3. We will run an OLS regression with creativity as the dependant variable, as predicted by the 4 inclusion conditions.

H4. We will run moderation analyses using the PROCESS macro (Hayes, 2012).

H5. We will run a percentile bootstrapped moderation mediation analyses (20,000 replicates) using the PROCESS macro (Hayes, 2012).

FDR adjusted p values will be used for significance testing, with $q = 0.05$ (Benjamini & Hochberg, 1995).

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

Teams will be excluded if:

- They do not meet the minimum threshold of 4 participants. They will still complete the task; however, their team and individual-level data will be excluded from analysis.
- The team leader does not participate in the task.
- The team leader does not submit the team's plan.
- Participants fail the seriousness check.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.

We aim to recruit at least 500 teams ($n = 2,500$), although more teams will be recruited if the desired levels of team-diversity are not reached based on the proportion of women, ethnicity and low SES individuals recruited. We will therefore not know our final N until initial analysis identifies the proportion of these participants within teams.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)

We will collect variables including perceived team diversity, Big 5 personality traits, leader inclusiveness, psychological safety, age, functional diversity, information elaboration, organisation and level of prior affiliation between team members. Demographic variables will also be collected. These variables may be used in exploratory analyses or as control variables.

In addition to our primary hypotheses, we anticipate team information elaboration to be associated with team task creativity. We also anticipate team inclusion and inclusion interventions to be positively associated with team information elaboration. Further, we anticipate the association between inclusion interventions in diverse teams and information elaboration to be mediated by team inclusion. Thus, the hypothesised relationship between inclusion interventions (and their interaction with diverse teams) and team creativity as mediated by team inclusion, is anticipated to be a chain mediation effect, where information elaboration mediates the hypothesised relationship between team inclusion and team creativity.