

Fiscal Year:	FY 2020	Task Last Updated: FY 08/23/2019	
PI Name:	Tannenbaum, Scott Ph.D.		
Project Title:	A Multi-faceted Approach to Examine Team Adaptation & Resilience within Isolated, Confined, and Extreme Environments		
Division Name:	Human Research		
Program/Discipline:			
Program/Discipline--Element/Subdiscipline:	HUMAN RESEARCH--Behavior and performance		
Joint Agency Name:	TechPort:	No	
Human Research Program Elements:	(1) HFBP :Human Factors & Behavioral Performance (IRP Rev H)		
Human Research Program Risks:	(1) BMed :Risk of Adverse Cognitive or Behavioral Conditions and Psychiatric Disorders (2) Team :Risk of Performance and Behavioral Health Decrements Due to Inadequate Cooperation, Coordination, Communication, and Psychosocial Adaptation within a Team		
Space Biology Element:	None		
Space Biology Cross-Element Discipline:	None		
Space Biology Special Category:	None		
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Zip Code:	12203-6006	Congressional District:	20
Comments:			
Project Type:	Ground	Solicitation / Funding Source:	2015-16 HERO NNJ15ZSA001N-Crew Health (FLAGSHIP, NSBRI, OMNIBUS). Appendix A-Crew Health, Appendix B-NSBRI, Appendix C-Omnibus
Start Date:	10/23/2017	End Date:	03/12/2021
No. of Post Docs:	0	No. of PhD Degrees:	0
No. of PhD Candidates:	1	No. of Master' Degrees:	0
No. of Master's Candidates:	0	No. of Bachelor's Degrees:	0
No. of Bachelor's Candidates:	0	Monitoring Center:	NASA JSC
Contact Monitor:	Williams, Thomas	Contact Phone:	281-483-8773
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Flight Program:			
Flight Assignment:	NOTE: End date changed to 3/12/2021 per L. Juliette/HRP (Ed., 2/19/2020) NOTE: Change in period of performance and grant number per J. Garrett/JSC HRP (previous 10/1/2016-9/30/2019, grant NNX16AM17G)--Ed., 7/5/18		
Key Personnel Changes/Previous PI:	N/A		
COI Name (Institution):	Mathieu, John Ph.D. (The Group for Organizational Effectiveness, Inc.) Maynard, Michael Ph.D. (Safer Healthcare Partners, LLC)		
Grant/Contract No.:	80NSSC18K0092		
Performance Goal No.:			

Performance Goal Text:	
Task Description:	<p>The success of future long duration exploration missions (LDEM) is likely to be contingent on the crew's ability to adjust in response to environment demands. There has been recent interest in team adaptation and resilience in the scientific community, but researchers have noted the need to clarify those constructs. We propose a program of research to: a) clarify and better understand these constructs, in particular with how they operate in isolated, confined, and extreme (ICE) environments and b) based on that enhanced understanding, develop and test targeted countermeasures designed to boost the adaptability and resilience of LDEM crews.</p> <p>Work conducted by Maynard and colleagues (2015), supplemented by the team resilience work of Alliger et al. (in press) – all members of our research team – provides a “road map” for the proposed research. We plan to examine the impact of different environmental triggers on team adaptation, incorporating an event taxonomy and categorization schema with which to assess experiences and trigger events. This will allow us to index the types of challenges that LDEM crews will confront. We will test a series of related hypotheses using archival data we collected in prior research in the Human Exploration Research Analog (HERA) habitat.</p> <p>We will then examine antecedents and outcomes of adaptation, gathering data in two analog environments. Finally, based on the theoretical and preliminary empirical work, we will develop a team countermeasure designed to promote constructive team adaptation and team resilience, and test those countermeasures in an analog environment.</p> <p>References</p> <p>Maynard, MT, Kennedy, DM, & Sommer, SA. (2015). Team adaptation: A fifteen-year synthesis (1998–2013) and framework for how this literature needs to “adapt” going forward. <i>European Journal of Work and Organizational Psychology</i>, 24, 652-677.</p> <p>Maynard, M. T., Kennedy, D. M., Sommer, S. A., & Passos, A. M. (2015). Team Cohesion: A theoretical consideration of its reciprocal relationships within the team adaptation nomological network. In: E. Salas, <i>Research on Managing Groups and Teams</i>, 17, 83-111.</p>
Rationale for HRP Directed Research:	
Research Impact/Earth Benefits:	<p>There is a need for LDEM crews to adapt and sustain their resilience as a team. Researchers have traditionally examined adaptation and resilience from an individual perspective, but to ensure that Long Duration Exploration Mission (LDEM) crews are ready for the challenges they will face, there is a need to better understand how adaption and resilience operate at the team level. Doing so will allow for the development of validated countermeasures that can be deployed prior to and at appropriate times during a mission, increasing a LDEM crew's ability to handle the stressors associated with ICE environments and enabling them to adjust when unexpected challenges emerge. It addresses the need to learn more about team adaptation and resilience, as well as the need to develop and test potential countermeasures.</p>
Task Progress:	<p>We are using the research protocols and measurement tools we developed to conduct a study in NASA's HERA environment, and a study in a field environment with Deep Sea Saturation Dive (SAT) teams. The contextualized surveys developed for each environment are designed to collect data about key adaptation factors, including trigger events, challenges encountered, adaptation responses, performance data, as well as overall perceptions of the mission. We collected daily data from an additional 7 SAT dive teams (for a total of 20 teams, with 54 divers from 3 organizations) during their 28-day undersea missions. We participated in the HERA C5 mission, gathering data from several crews and submitted our research for Institutional Review Board (IRB) approval for the HERA C6 mission. We drafted a potential countermeasure that involves minimal obtrusiveness and received positive feedback from the diving SMEs (subject matter experts). We are working to gain approval for use of the countermeasure with the SAT dive organizations. We also plan to use a contextualized version of the countermeasure during HERA 6.</p> <p>In addition, we are working on the correlational analyses of archival data we previously collected during the HERA 1 mission, and continuing to advance data coding process/schema for the Hawai'i Space Exploration Analog and Simulation (HI-SEAS) and SAT dive team studies.</p>
Bibliography Type:	Description: (Last Updated: 02/02/2024)
Papers from Meeting Proceedings	<p>Mathieu JE, Tannenbaum SI, Alliger GM, Cerasoli CP. "Environmental Events Impact on Crew Performance and Cohesion as Mediated by Resilience." M. Griffin and B. Cham (Co-Chairs), <i>Performing and Enduring in Extreme Work Environments Symposium</i> presented at the Annual Meeting of Society for Industrial and Organizational Psychology, National Harbor, Maryland, April 4-6, 2019.</p> <p>Paper from <i>Performing and Enduring in Extreme Work Environments Symposium</i> presented at the Annual Meeting of Society for Industrial and Organizational Psychology, National Harbor, Maryland, April 4-6, 2019. , Apr-2019</p>