

STRESS AND WELL-BEING IN TEAMS

Edited by Peter D. Harms
and Chu-Hsiang (Daisy) Chang

RESEARCH IN OCCUPATIONAL
STRESS AND WELL-BEING

VOLUME 22

STRESS AND WELL-BEING IN TEAMS

RESEARCH IN OCCUPATIONAL STRESS AND WELL-BEING

Series Editors: Peter D. Harms and
Chu-Hsiang (Daisy) Chang

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INVESTOR IN PEOPLE

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PREFACE

Volume 22 of *Research in Occupational Stress and Well-Being* (ROSWB) is focused on promoting theory and research concerning stress, Well-Being, and resilience in teams. There is widespread acknowledgment among organizational scholars that the modern workplace is becoming increasingly complex and characterized by work that requires teamwork. Moreover, there is considerable research documenting how members of one's work team can be both a source of stress and comfort. Consequently, our goal with this issue was to shine a spotlight on this critical area of research. To that end, we solicited a series of papers investigating how stress and crisis events might impact team functioning and performance as well as how team processes themselves might be a source of stress and Well-Being. To that end, we are immensely grateful for the enthusiastic, thoughtful, and timely contributions from our author teams. We could not have done this without them.

Our first chapter by Rosen, Kilcullen, Davis, Bisbey, and Salas reviews the state of the literature concerning team resilience, laying out conceptual developments concerning resilience in individuals and in teams, and then taking stock of the conceptual and methodological challenges and opportunities as it pertains to conducting research on team resilience in the field. Our next three chapters concern the role of individual differences and psychological processes in team resilience and Well-Being. In the second chapter, Fezzey and Swab address the nature of trait competitiveness and its implications for individual and team-level stress and Well-Being, introducing a dynamic, multi-level framework for integrating current research and suggesting new paths for future discoveries. The third chapter by Loghman and Zahiriharsini utilizes psychological capital (PsyCap) as a central focus of investigation. They review the state of the literature concerning PsyCap as an antecedent of individual-level performance and Well-Being and then build toward a model of team-level PsyCap and investigating its potential as an antecedent factor of team Well-Being and safety. The fourth chapter by Rubin Rojas, Feitosa, and González-Morales concerns mindfulness and, specifically, the potential for mindfulness interventions to strengthen team functioning. As with the preceding two chapters, the authors integrate the extant literature to develop a dynamic, multi-level model to facilitate future research and practice.

The next two chapters in the special issue advance our understanding of the interplay between team performance and Well-Being by investigating how relationships within the team can serve as a driver of team member Well-Being and team resilience. The fifth chapter by Birnbaum and González-Morales dives deeper into team processes by investigating how interpersonal dynamics might impact work engagement by utilizing a social network perspective. In the sixth chapter, Bell, Castillo, Khalid, Rufrano, Traylor, and Salas review how teams

and team functioning in high-stakes settings can impact the physical and psychological Well-Being of team members. Specifically, they document how emotional contagion within teams can serve as both a promotor and inhibitor of individual Well-Being.

The seventh chapter by Shorey, Moran, Wiese, and Burke sets out to expand the conversation surrounding team resilience and how it might be best embedded in the broader teams' literature. Specifically, they review conceptual definitions and operationalizations of team resilience in the literature, the range of outcomes they have been used to predict, and discuss the implications of these varying perspectives for future research and practice.

The final chapter of the special represents a unique case for the study of stress, resilience, and Well-Being at the team-level. Specifically, Bauer, Weinberger, Carter, and Blackwell Landon review the state of the literature concerning how teams on spaceflight missions manage stress and what earth-bound organizations can learn from advances surrounding stress management in this particularly challenging context.

The goal of this special issue of ROSWB on teams and team processes was to provide not only a place for documenting the many interesting and valuable advances being made in the teams' literature, but also to make available a foundation for future research concerning stress and Well-Being at the team level. Our author teams rose to the challenge, not only bringing together disparate topics and literatures, but also providing new models and frameworks for future research in this area. And, having documented and summarized the evidence of the importance of teams and the relationships within them for both sustained performance and Well-Being, we would once again thank both our author teams and the staff at Emerald who worked with us to put together this very special volume of ROSWB.

Peter D. Harms and Chu-Hsiang (Daisy) Chang