

Exciting Research on Conation

The Center for Conative Abilities is excited to be involved with some ground-breaking research being conducted this year in around the United States.

The Role of Conation in Engineering Team Success

Junior-level Engineering students at Arizona State University will be using Kolbe this semester, thanks to a grant from the Center for Conative Abilities. Each student, approximately 65, will be completing the Kolbe A instrument, thereby raising their own self-awareness of their conative strengths. Students work on teams throughout the course, and will also participate in a team competition. Dr. Thomas Seager, Associate Professor at Arizona State University will be using the Kolbe A index and Kolbe Wisdom to help his students learn “leadership of multi-disciplinary teams”. It is a perfect opportunity for students to learn first hand how conation can affect both individual and team success. Kathy Kolbe will also come in to talk with the class and conduct a conative workshop using Glop Shop. At the end of the semester, students will be asked to reflect on their experience and how knowing their MO affected their individual and teamwork. The Center for Conative Abilities is excited to be involved with this project and looks forward to hearing what students experience and learn in their own words.

Dr. Seager is also conducting a related project that seeks to set a research agenda to study the question: “How can science organize itself into teams that can work integratively on a common problem?” How scientific teams work together has only recently become an object of study. In fact, there is a Science of Team Science conference of that name held yearly but it is mostly concerned with research and practice in medicine. Through his Team Science for Sustainability project, Dr. Seager hopes Arizona State University will lead the way bringing team science for scientists into the forefront. Conation is one component of this project and once again, Kathy Kolbe will be among the five invited lecturers to kick off the event.

Dr. Seager says “While it is well understood that sustainability science must transcend traditional disciplinary boundaries, the practice of sustainability has lagged behind the rhetoric of integration and collaboration. Conative profiling is an extremely promising approach for structuring understanding of teamwork, improved self-knowledge and improved team-based outcomes for engineering teams.”

By Beth Banks Cohn PhD