“Human work will increasingly shift toward two kinds of tasks: solving problems for which standard operating procedures do not currently exist, and working with new information—acquiring it, making sense of it, communicating it to others....”

Frank Levy and Richard Murnane, “Dancing with Robots” (2013) when discussing Technology Disruptions and the Demand for College Level Skill and Knowledge
Percentage of employers who agree “somewhat” or “strongly” with each statement

<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our company puts a priority on hiring people with the intellectual and interpersonal skills that will help them contribute to innovation in the workplace.</td>
<td>95%</td>
</tr>
<tr>
<td>Candidates’ demonstrated capacity to think critically, communicate clearly, and solve complex problems is more important than their undergraduate major.</td>
<td>93%</td>
</tr>
<tr>
<td>Whatever their major, all students should have experience in solving problems with colleagues whose views are different from their own.</td>
<td>91%</td>
</tr>
</tbody>
</table>
Team Based Learning

- Groups must be properly formed and managed
- Students must be accountable for their individual and group work
- Group assignments must promote both learning and team development
- Students must receive frequent and timely performance feedback
Deadly Assumptions about Team Work

- Random team assignments are just as good as planned
- Once teams are assigned they will know how to successfully work together
- Students are adept at breaking down large assignments into workable components
- Group cohesion results in too much social interaction
- Conflict is negative
In your teams

- Introduce yourself
- Choose your team name
- Discuss your strengths and weaknesses in group work
- Discuss your goals for this class
- Discuss meeting times and how you plan to communicate as a group
- Discuss ‘non-negotiable’ standards
Best Practices

- Make sure it meets the learning goals of the class
- Set the stage:
  - Explain why it is important
  - Explain how it can be a successful pedagogy
  - Explain how to communicate
  - Include consequences and make students accountable
- Include peer feedback that has negative implications for loafing
- Provide a variety of assignments that will enable students to demonstrate strengths
- Be a back-up for group conflicts
How much did you learn from working in teams together for the semester?