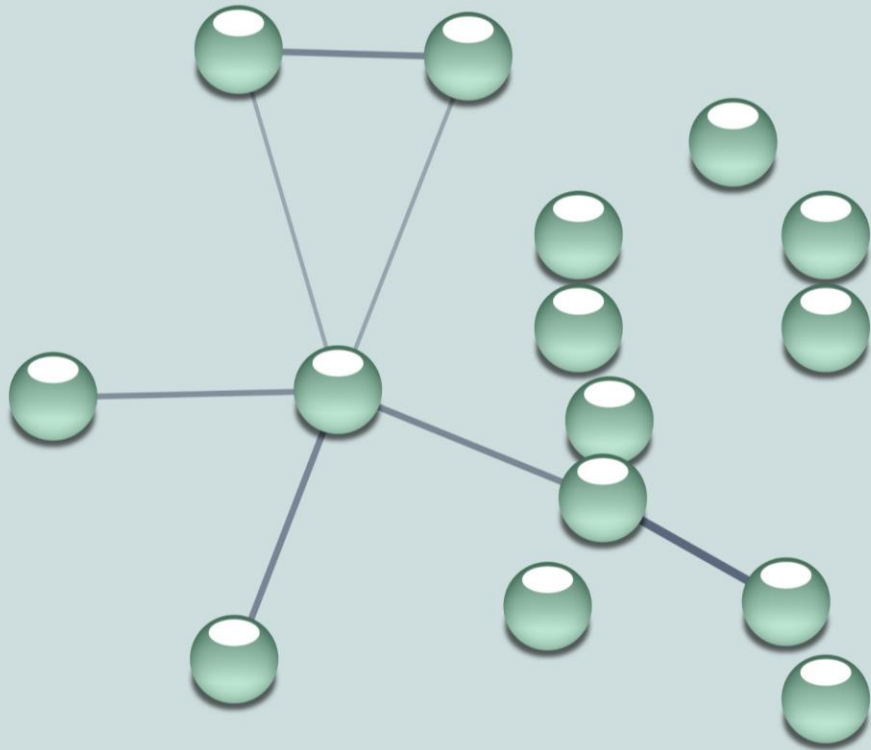
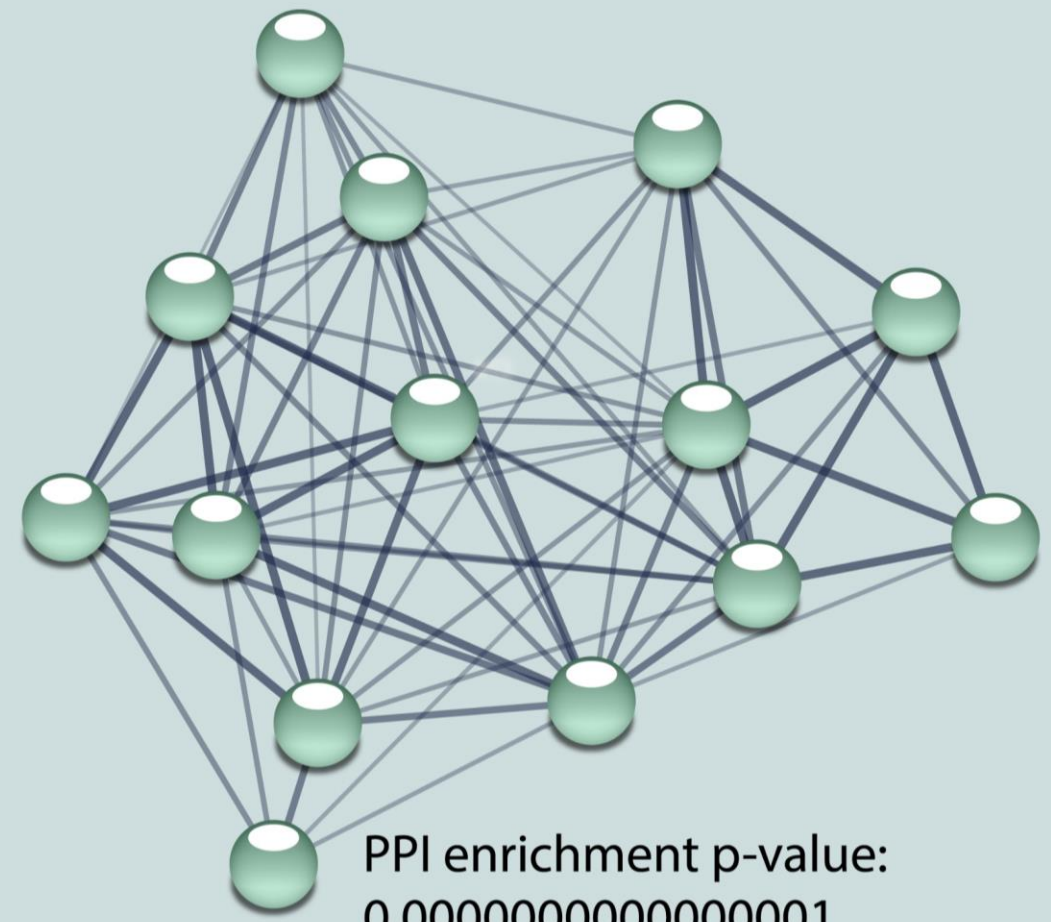


CROSSING BORDERS OF INDIVIDUALITY TO FORM A TEAM

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Ulm University
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PPI enrichment p-value: 0.03



PPI enrichment p-value:
0.000000000000000001

INTERACTOME: BIOLOGICAL EXAMPLE OF TEAM STRUCTURE

Gene networks multiply effectiveness of individual genes



EARLY PHASE PROFESSIONAL DEVELOPMENT

What is good **for me**?

How **do I** improve **myself**?

How **can I** reach **my goal**?

How **can I** be successful?

How **can I** get access to training?



TRANSITIONAL STATE OF PROFESSIONAL DEVELOPMENT

Do **I** want to be a soloist or a **team** member?

Which **team** does fit **to me**?

To which **team** should **I** join?

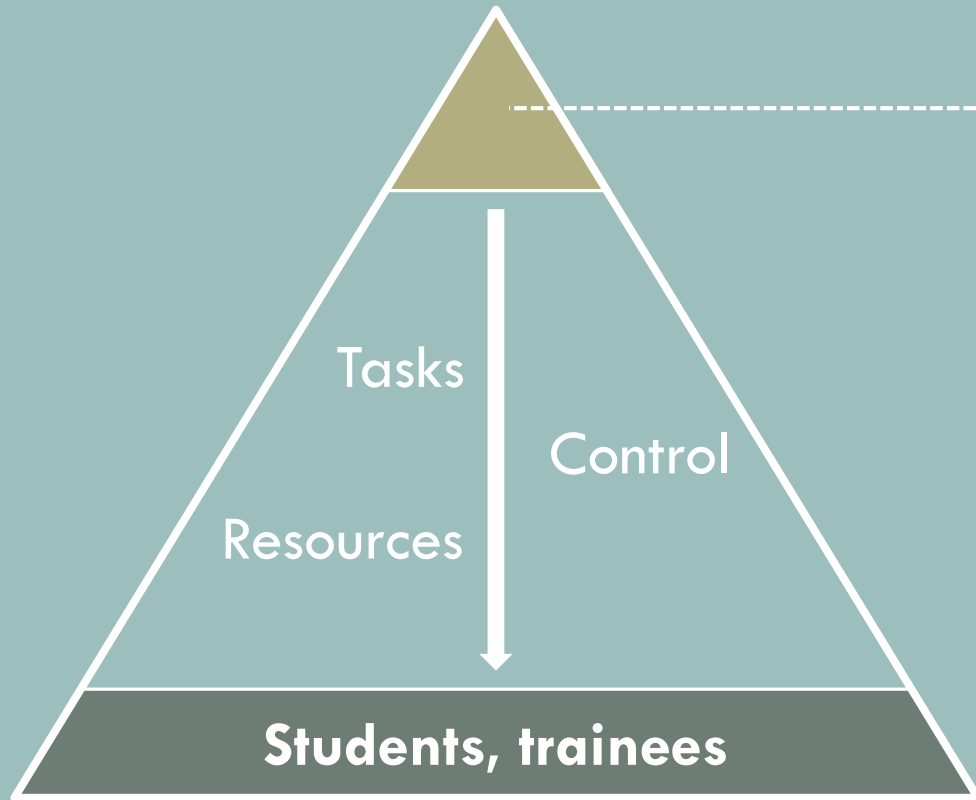
Can **I** adopt the values, goals and approaches of that **team**?



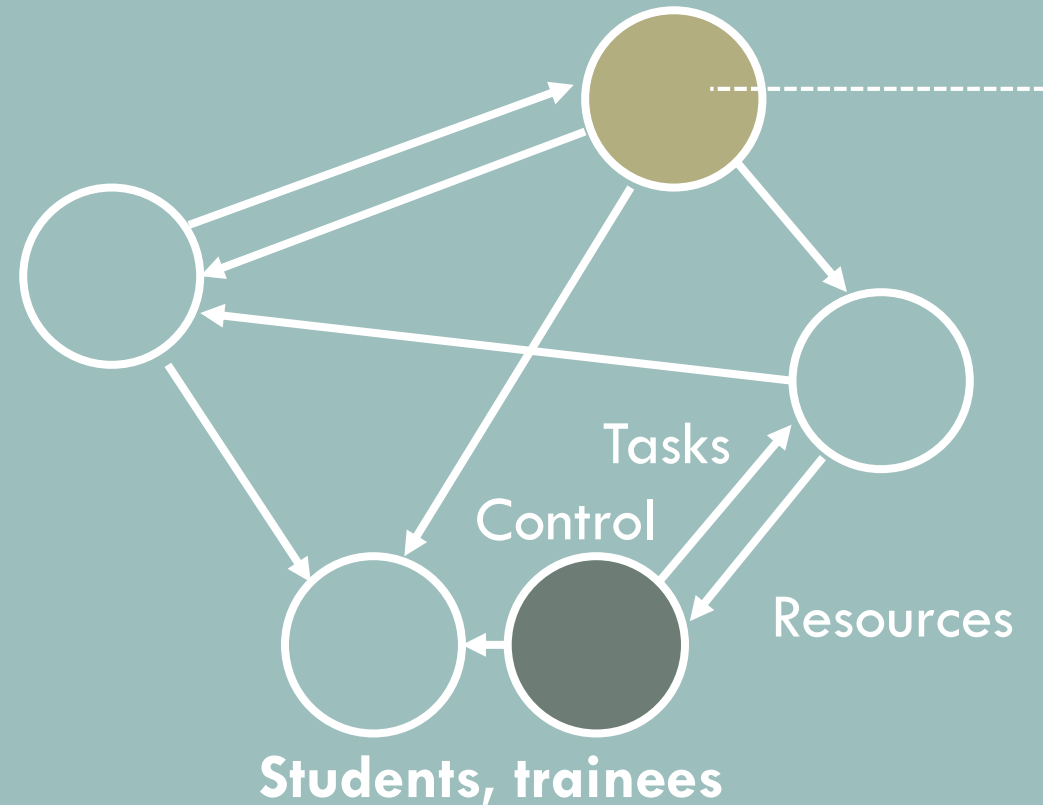
MATURATION PHASE OF PROFESSIONAL DEVELOPMENT

How do we perform better?
How do we work together?
What feedback do we get?
Do we get support to continue?
How should we set our goals, how
do we use our resources?

Teacher, tutor, peer, mentor, supervisor

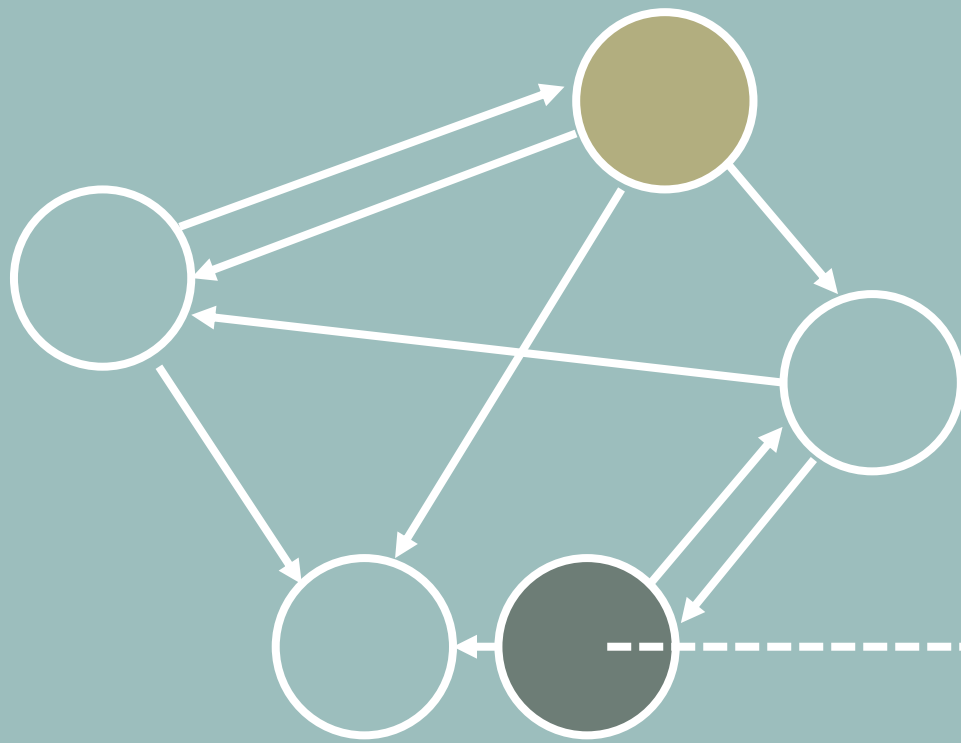


Teacher, tutor, peer, mentor, supervisor



ROLES ARE CHANGING DURING PROFESSIONAL DEVELOPMENT

A pyramid transforms into a pizza



Control 

Tasks

1. Understand the role within the team
2. Understand the role of others
3. Independence
4. Adherence to team aims
5. Adherence to team values and standards

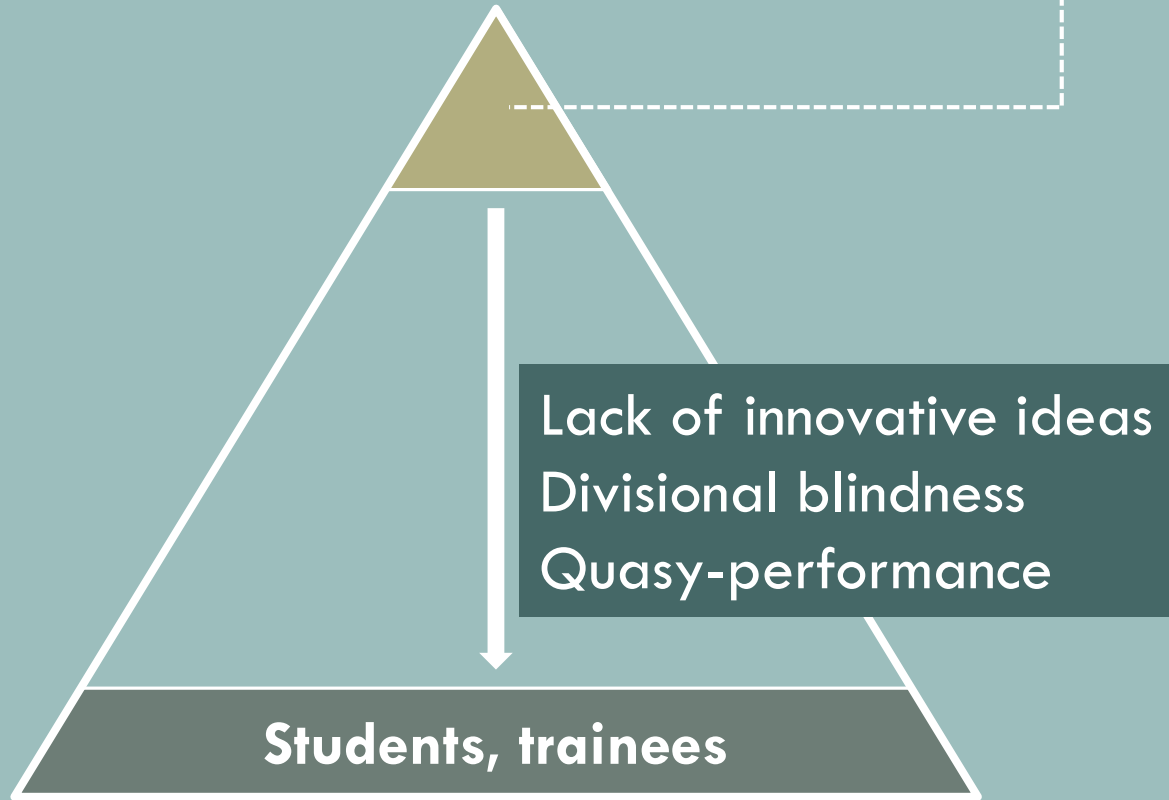
Resources

1. Task management
2. Capacity of control
3. Resource (time) management

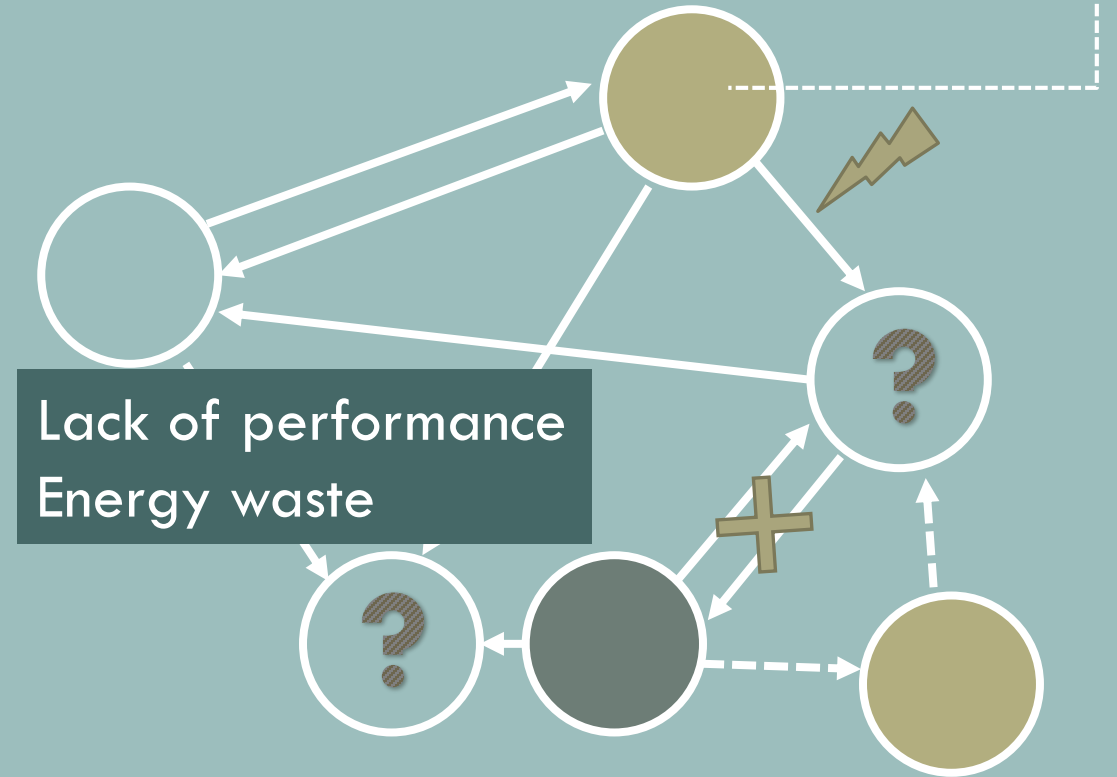
NEW STRUCTURE NEEDS NEW APPROACHES

A student transforms
into a colleague

Teacher, tutor, peer, mentor, supervisor



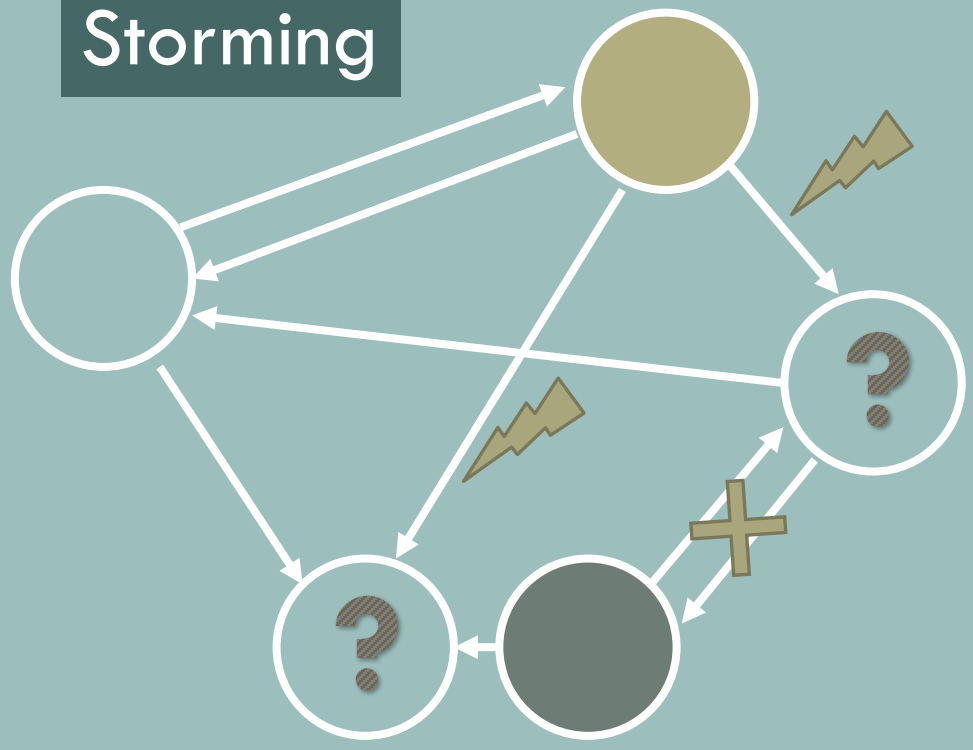
Teacher, tutor, peer, mentor, supervisor



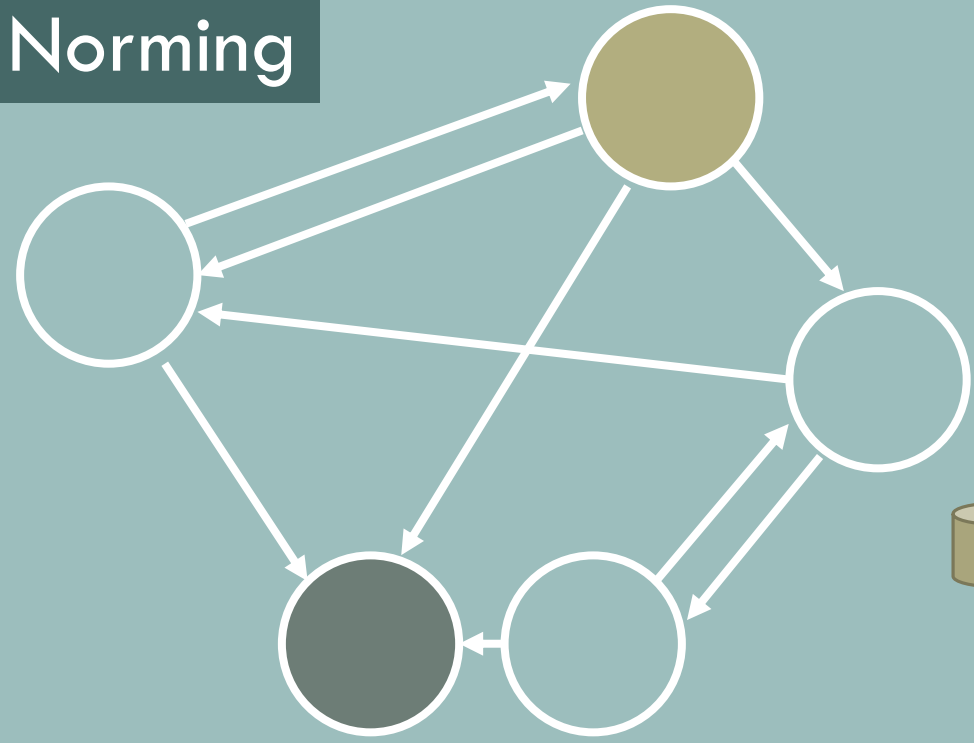
RESISTANCE TO CHANGE: DRAWBACK FOR A TEAM

Dysfunctional team

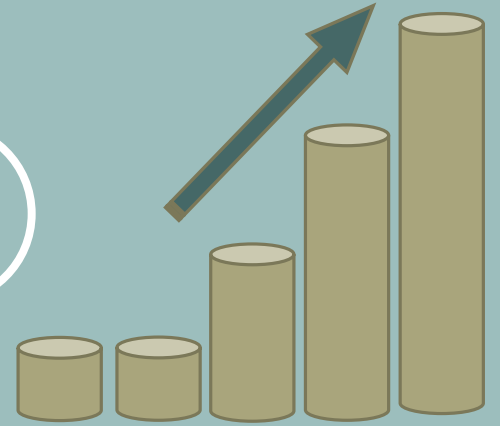
Storming



Norming



Performing



**CONFLICT?
NOT NECESSARILY A PROBLEM**

Normal team
development



REMOVE THE TAG

First step to leave
the pyramid



THINK OUT OF THE BOX

Opening to alternative interpretations



INVERTED CLASSROOM

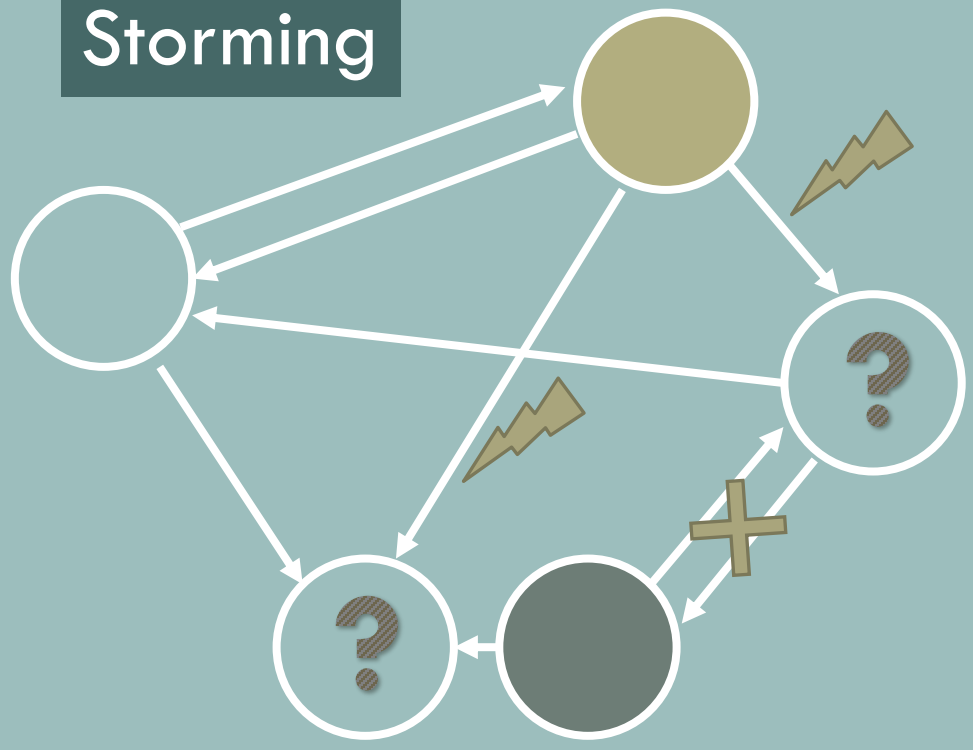
Playing varied roles in experiments



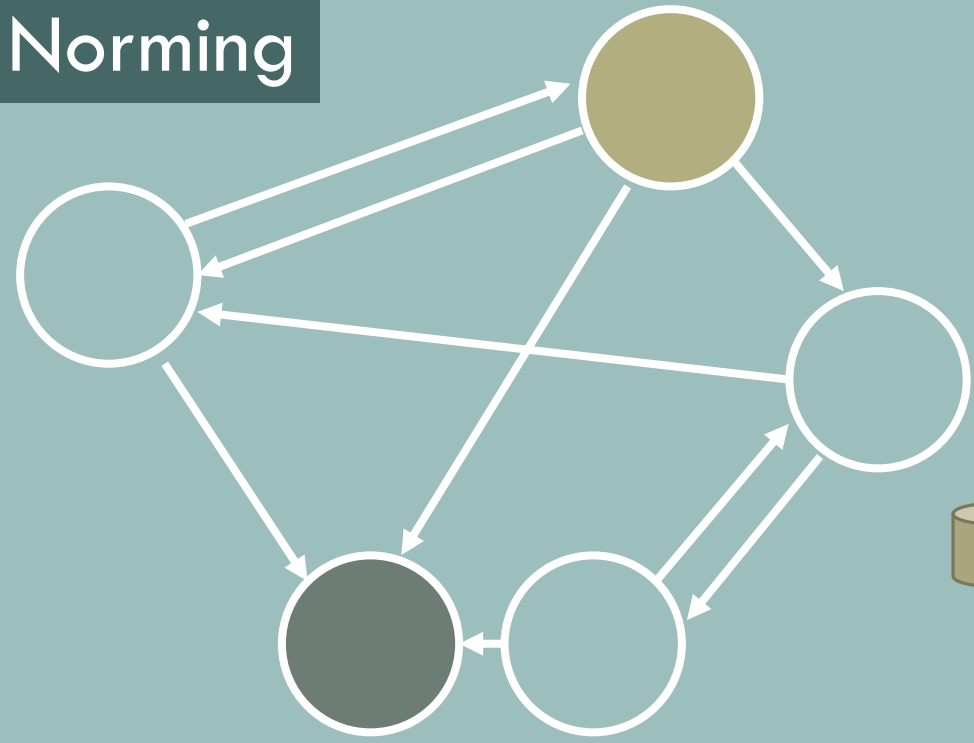
FIVE MINUTES HUMAN BIOLOGY

Crossing borders
between science and
humanities

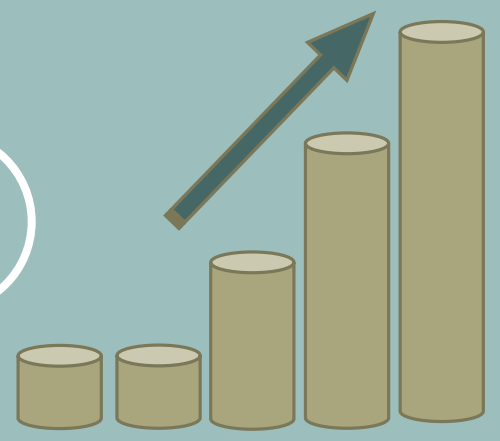
Storming



Norming



Performing



CLASSROOM SIMULATION OF STORMING-NORMING

A positive experience of normal team development

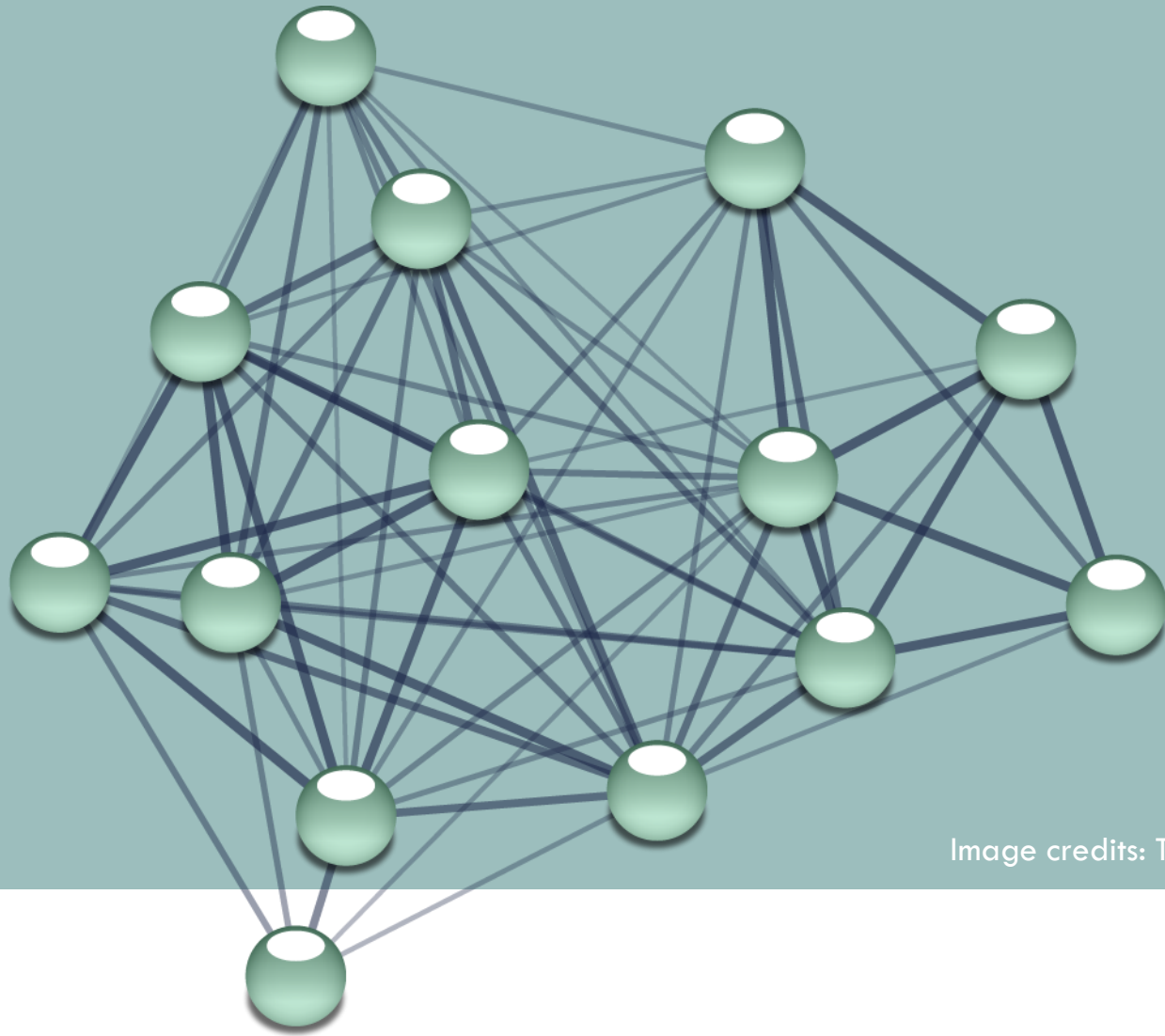


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THANK YOU FOR YOUR ATTENTION

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