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   Chapter 3. Taking advantage of differences: Increasing team innovation through identity integrationIntroduction; Innovation in Cross-functional teams; Social identity theory and identity integration; Identity integration and innovation of cross-functional teams; From individual to team: Integration of functional identities and team composition; Implications: Increasing team innovation in the workplace; Future directions for research; Conclusion; References; Chapter 4. Duo status: Disentangling the complex interactions within a minority of two; Introduction

Social identity and social categorizationPressure on minority sub-group members and sub-group size; Combining inter-group and intra-group pressure; Dynamics of duo-status: Within a minority of two; Two potential moderators of duo-status dynamics; Conclusion; References; Chapter 5. In search of significance: A role-set approach to uncovering the social importance of demographic categories; Introduction; When are inclusive empirical results significantquest; A prototype: Leadership; Implications for research on groups and teams; Notes; References

Chapter 6. Metaperceptions in diverse work groups: Intrapersonal perspectives and intragroup processesIntroduction; Metaperceptions; Metaperceptions in diverse workgroups; Intrapersonal experiences of metaperception in diverse workgroups; Intragroup processes that result from metaperceptions; Managing metaperceptions in diverse workgroups; Research directions and conclusions; References; Chapter 7. Self-disclosure: Beneficial for cohesion in demographically diverse work groupsquest; Introduction; Demographic diversity and interpersonal relationships; Disclosure and interpersonal relationships Disclosure and cohesion in diverse settings: MechanismsDiscussion; Future research; Conclusion; Acknowledgment; References; Chapter 8. To be enhanced, understood, distinct, or to belongquest: The role of multiple identity motives in homogeneous and diverse groups; Introduction; An overview of identity motives; The value of examining multiple identity motives in groups; Antecedents of identity motives in groups; Consequences of identity motives in groups; Research agenda; Conclusion; References

Chapter 9. Beyond information exchange: New perspectives on the benefits of racial diversity for group performance

Sommario/riassunto

Diversity results from the constellation of individual traits, characteristics, identities, experiences, and knowledge that individuals bring to a group. This volume helps to promote research on diversity in groups by identifying and integrating various a