



Team boosting behaviours - Polish adaptation and validation of a research tool - Data report

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The data deposited in the repository were obtained as a result of the research project (registration number 2021/05/X/HS4/00130) entitled „Team boosting behaviours - Polish adaptation and validation of a research tool” carried out within the framework of the MINIATURA 5 competition of the National Science Centre, Poland.

The research project concerned the adaptation and validation of the Polish version of the team boosting behaviours measurement tool based on the verification and empirical evaluation of the team boosting behaviours scale items (Fortuin et al., 2021). D.J. Fortuin, H. van Mierlo, A.B. Bakker, P. Petrou and E. Demerouti developed the new concept of team boosting behaviours and created and validated a scale to measure them (Fortuin et al., 2021). The team boosting behaviours tool consists of 18 test items for measuring team boosting behaviours forming three subscales: energizing behaviours, mood-enhancing behaviours and uniting behaviours (Fortuin et al., 2021). Team boosting behaviours, analyzed from an intra-organizational perspective, can be developed and trained and can be supported by managers or organizational practices. The scale for measuring team boosting behaviours provides a new tool for conducting empirical research in the area of organizational behaviours, and in particular for determining the role of individual team boosting behaviours in shaping team processes and team performance. Team boosting behaviours can be exhibited by all team members to varying degrees and have the potential to have a bottom-up impact on the team as a whole (Fortuin et al., 2021). The research project, implemented based on the acquired data, consisted of three related parts: 1/ translation with the establishment of equivalence of the two language versions of the scale in accordance with the principles of adaptation of foreign-language tests to Polish conditions, 2/ verification and possible supplementation of the scale items in the context of teamwork and Polish cultural conditions, and 3/ evaluation of the psychometric properties of the measurement instrument. Implementation of the project created the possibility of using the scale in Poland for research purposes

and comparing the results obtained with the tool on an international (cross-cultural) level.

The data deposited in the repository consists of the following selected files related with the research project:

1. Team boosting behaviours_raw data_2.xlsx - quantitative data on the team boosting behaviours variable obtained in a validation survey using CATI and CAWI techniques in companies operating in Poland employing at least 50 employees in a sample of 532 active team members;

2. TBB_Model_1stO_after deletion 9,13,15,16_Factor_CFM3.pjr - WarpPLS project for the final three-factor model with 14 items;

3. TBB_Model_1stO_after deletion 9,13,15,16_Factor_CFM3.txt - results of the quantitative validation study from WarpPLS for the final three-factor model with 14 items.

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Reference:

Denise J. Fortuin, Heleen van Mierlo, Arnold B. Bakker, Paraskevas Petrou & Evangelia Demerouti (2021). Team boosting behaviours: Development and validation of a new concept and scale, *European Journal of Work and Organizational Psychology*, 30:4, 600-618, DOI: 10.1080/1359432X.2020.1854226