

ORGANIZATION CONTEXTS

(Company characteristics)

1. Company gender demography
2. Pay type: hourly/piece rate
3. Field supervisor gender, age, experience

TEAM INPUTS

(Team member characteristics)

1. Proportional gender composition
2. Age of team members
3. Vineyard work experience
4. Prior experience of gender diverse vineyard teams
5. Longevity of team
6. No. of seasonal & permanent members

TEAM PROCESSES/EMERGENT STATES

(Member interactions/emotional states)

FIELD SUPERVISOR RATINGS

1. Conflict (relationship; task)
2. Cohesion (task)
3. Conflict resolution skills (relationship; task)

TEAM MEMBER RATINGS

1. Conflict (relationship; task)
2. Cohesion (social; task)
3. Conflict resolution skills (task; relationship)
4. Satisfaction with team
5. Commitment to stay in team

TEAM PERFORMANCE

1. Task speed
2. Task quality
3. Task efficiency
4. No. of corrections needed

LONG-TERM OUTCOMES

1. Team member turnover end of season