

Team strategies for coping with time pressure

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ABSTRACT

Most employees experience at least some phases of time pressure in their daily work. However, nearly all previous research has focused on the individual strategies for coping with such pressure, and little is known about the joint strategies applied by teams. The present study addresses this research gap with a newly developed instrument designed to measure team strategies for coping with time pressure.

A qualitative pilot study explored which strategies teams apply in order to jointly cope with time pressure. Findings were used to develop a questionnaire that was tested in a quantitative study (N = 281). Results of explorative factor analyses and reliability analyses led to 12 scales for assessing joint team strategies for coping with time pressure. The two strategies *Clarifying demands* and *Setting priorities* had a buffering effect on the relation between time pressure and exhaustion. Pre-post measurements of a 2-hour pilot intervention in five teams (N = 45) indicated that such short interventions can contribute to a focused improvement in individual team strategies.

Keywords

Time pressure – stress – health – coping – joint strategies