Title: In or Out of Sync: How Behavior Synchronization Affects Collective Effectiveness

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Abstract:
Researchers have sought to understand the mechanisms that explain how collective processes and properties emerge, are maintained, and dissolve. The concept of social entrainment, introduced decades ago, captures the emergent and dynamic nature of collective processes and refers to when individuals adjust the rhythm of their own actions to synchronize with another individual or external pacer. In interdependent collectives, members constantly monitor one another’s behavior in order to maintain synchrony, and in this way, team process and properties emerge from individual activities. This study seeks to understand how the entrainment of member activities influences collective functioning and performance. To this aim, we explore how the entrainment of behavior within collectives influences how members makes sense of, and come to a shared understanding of their environment to achieve high performance.