

# Review of: "“Same team, different colours”: Examining the association between shared identity and interoperability in multi-agency discussion-based exercises"

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Potential competing interests: No potential competing interests to declare.

The study investigates the meaningful question if social identity and the JESIP principles can improve inter-organizational cooperation in emergency response. The investigation focusses on institutions and emergency responders in the UK, yet it is to be considered to what extent their findings are generalizable to international disaster contexts. Extant literature on international humanitarian operations and crisis management, as indicated in earlier reviews, similarly deals with inter-group dynamics as a key to aid delivery; and may serve useful in discussing the generalizability of the study.

<https://doi.org/10.1002/job.2246>

<https://doi.org/10.1111/poms.13660>

The authors could further integrate social identity nudges to their literature review and research questions as their investigation to a wide extent explores the effect of guidelines (which can be considered as nudges) on the feel of social identity and ultimately cooperation.

<https://doi.org/10.1111/1475-6765.12073>

Since your research aims to better understand the effect of sub-group and superordinate identities on emergency response, it would be interesting to also measure scores on subgroup identity, and compare these to superordinate identity scores. From there you can build cases and compare these cases, e.g., following Eisenhardt's case study approach. For instance, you could compare cooperation/ discussion patterns of participants with strong subgroup/ low superordinate identity scores to those with low subgroup/ high superordinate identity scores, similar to what the following study did in an experiment:

<https://doi.org/10.1177/0146167204271651>

The developmental element to identity represents a promising contribution to social identity research (time/ developmental aspects to identity). This contribution can be further strengthened by for instance comparing previous with post identity scores and respective cooperation practices of individuals/ groups with stronger/weaker identity developments. What are cooperation challenges in rapidly formed teams engrained to identity building over time?

As indicated in previous reviews, the sample you have is very small, which makes it hard to draw definite conclusions. You

could either increase the sample size or, as mentioned above, you decide to triangulate means from the questionnaires with observations from the scenarios and focus groups, that is building cases and comparing these cases.

More interpretation of the discussion transcripts, carving out not only coherent, but also conflicting identities which influence the use of JESIP guidelines, would be insightful. Interpreting not only what they said, but also how and to what extent the tone and sentiment conveyed shared mental models. Deeper interpretations of how they interacted with each other would further help preventing social desirability biases that may emerge from discussions on why cooperation matters. It may also give an answer to the initial question outlined in the paper why cooperation despite the existence of JESIP can be still difficult.