

Review of: "How Do Team Diversity Act to Exercise Effect on Team Performance: Looking through the Lens of Cultural Intelligence among Employees"

Adil Yakhoulfi¹

¹ Université Paul Valéry (Montpellier III)

Potential competing interests: No potential competing interests to declare.

The authors' work aims to show that the relationship between team diversity and team performance is not always negative. On the contrary, by taking cultural intelligence into account, the authors show that diversity can potentially become a benefit.

The literature review is rather thorough and relevant. The substance of the authors' argument is also interesting, especially in the current political, social and sanitary context. And, in my point of view, it's always good to see field studies being carried out.

My main comments on this work are as follows:

Form:

There are several typo or mistakes in the general form of the manuscript:

- some sentences are too long, for example a 9 line sentence in the fourth paragraph of the introduction (p3)
- there are inconsistencies in the formatting of the reference section with regard to APA standards
- other minor typos (e.g., in the first results paragraph p13, the results parenthesis is not closed, elements of Figure 2 need to be readjusted to improve readability, the word "exists" is repeated two times p20 first paragraph, etc.).

Substance:

In the participant section, unless I've missed it, it's stated that the Male/Female are equally represented overall (i.e., members + team leaders), but is it specifically the case among leaders ?

In the statistics section, it would have been relevant to check that there was no random variability arising from the fact that the teams selected came from different organizations. A mixed model that takes into account the nested random effects of teams within organizations would allow this to be assessed.

I would like to thank the authors for giving me the opportunity to read this work.

