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

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Qeios: 86FLGG; How do team diversity act to exercise effect on team performance: Looking through the lens of cultural intelligence among employees

I read this paper with a high level of interest and note that it has a number of important strengths. You do an excellent job of framing the importance of research on diversity in healthcare teams, cultural intelligence, and team performance. Given the drastic effects of COVID and disparate access to quality healthcare, this is an important research question. The literature review is thorough and does a good job of acknowledging inconsistent relationships between diversity and performance. You provide explicit definitions of key constructs and you go beyond the more commonly used theory of Similarity Attraction. You randomly selected the 20 homes and included 84 teams and 346 employees. You developed team level predictions, conducted CFA, and aggregated individual responses to the group level. Results support your predictions and you do a good job of discussing the practical implications as well as acknowledging limitations of the research design.

I hope the following comments help you to strengthen the paper.

1. I recommend that you use a more rigorous approach to the analysis. This should include:

    a. Statistical justification for aggregating individual responses to the team level (ICC1, ICC2, and RWGj analysis).
    b. The teams in the study are nested within organizations. Thus, you should address issues of possible lack of independence, such as using multilevel modeling to analyze the relationships.

2. You should use more precise verbs in describing the relationships.

    a. You have aggregated individual-level, same-time, same-source data and thus, you can only refer to relationships as positive or negative. Please do not use words such as "impacts," "increases," "predicts," etc. Instead, you have positively related variables.

3. You should discuss reasons for the relatively low values of Cronbach's alpha.

    a. Most researchers use a cut-off of .70 as the minimum level of reliability.

Best wishes