



## TEAM SCIENCE SEMINAR

# Identifying the Gaps: Using Cognitive Diversity to Predict Team Dynamics

**Why do highly capable teams sometimes struggle to perform at their best?**

This session explores how cognitive diversity—the different ways people prefer to think and solve problems—shapes team dynamics, collaboration, and outcomes.

**Following this event, you will be able to:**

- Describe adaptation–innovation theory and its relevance to individual and team problem-solving styles
- Identify and assess their own problem-solving preferences
- Recognize and outline the five types of cognitive gaps that can impact collaborative problem solving



**Curtis R. Friedel**

Associate Professor, Director and Co-Founder,  
Center for Cooperative Problem Solving (CCPS)  
Virginia Tech



**Date:** Thursday, February 12, 2026



**Time:** 12:00 - 1:00 pm PT



**Address:** Online via [Zoom](#)

**Register Here!**