## E2 Adapted Version of BARS focusing on Teams' ICT-Use

*Situation Assessment*

Definition: During the situation assessment, the team registers change-relevant cues in the environment and assigns their significance to them. In particular, information concerning the team's ICT-use is perceived more strongly. The team attempts to assess the consequences of current developments and to generate solutions for problems.

5 The team registrates the ICTs available to them.

5 The team registrates that they may change their ICT-use.

4 The team shows behaviors described in both 5 and 3.

3 The team partially registrates the ICTs available to them.

3 The team partially registrates that they are allowed to change their ICT-use.

2 The team shows behaviors described both 3 and at 1.

1 The team does not record current ICTs.

1 The team misses that they are allowed to change their ICT-use.

1 The team ignores information that they may change their ICT-use.

*Plan Formulation*

Definition: Based on the classified information, the team develops an action plan. In the process, an ICT-plan (i.e., assignment between ICT and task) is determined.

5 The team develops a ICT-plan.

5 The team determines an assignment between ICTs and tasks.

5 There is a clear ICT-assignment.

4 The team shows behaviors described both 5 and at 3.

3 Multiple ICT-plans are suggested.

3 The team partially plans an assignment between ICTs and tasks.

2 The team shows behaviors described both 3 and at 1.

1 The team does not develop an ICT-plan.

1 The team does not plan an assignment between ICTs and tasks.

*Plan Execution*

Definition: Plan Execution includes the implementation of the action plan.

5 The team adheres to the developed ICT-plan.

5 The team executes the developed ICT-plan.

5 The ICT-plan is executed without deviations.

4 The team shows behaviors described in both 5 and 3.

3 The team partially adheres to the developed ICT-plan.

3 The team executes the developed ICT-plan at some extent.

3 Concrete execution of the ICT-plan is incomplete.

2 The team shows behaviors described at both 3 and 1.

1 Team members use ICT that does not correspond to the developed ICT-plan.

1 The team executes the developed ICT-plan in a deviant manner.

1 The concrete execution of the ICT-plan does not take place.

*Note*. As the original study took place in Germany and the participating teams communicate in German, the used BARS was also used in German.