

Propositions belonging to the doctoral dissertation

The Emergence of Team Creativity: A social network perspective

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1. Creative stars don't shine in teams, because the colleagues around them work too hard on their ideas to help (this dissertation, Chapter 2).
2. The impact of creative stars offsets that of teamwork in creative tasks (this dissertation, Chapter 2).
3. In the world of creation, two heads are no better than one. Neither are three, four, five... (this dissertation, Chapter 3).
4. Teamwork for creativity is less effective in high-technology industries than in low-technology industries (this dissertation, Chapter 3).
5. The performance of large teams benefits from having the designated leader in the center of the opinion network, whereas small teams suffer from it (this dissertation, Chapter 4).
6. Creative solutions are more likely to be accepted when they contain a moderate level of fixable flaws than a high/low level.
7. A core-periphery structure of external connections that a team possesses increases its innovative performance.
8. Team members are more likely to build upon each other's creative inputs when the levels of individual creativity are less diverse.
9. In the creativity-related communication network within teams, members are more likely to connect with indirectly connected boundary spanners than with disconnected spanners.
10. Depending on the star reviewer leads to a better editorial decision at journals than taking all reviewers' opinions into account.
11. Working in academia creates a higher level of social acceptance for exercise haters than any other occupations.

These propositions are regarded as opposable and defensible, and have been approved as such by the promoter Prof. Dr. Daan van Knippenberg