

Personality Heterogeneity on Team

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Abstract

I analyze the effect of agents' personality on team productivity. Especially, my focus is that agents are heterogeneous in terms of how they consider ex-post regret or satisfaction over their effort given other members' performance. For example, some agents really regret their effort if their team members made high effort in the project, others don't. In this paper, I develop a simple two stage game in which such an agent's personality is taken into account and discuss the optimal team composition. In particular, I characterize the conditions under which team members should be heterogeneous or homogeneous, and discuss the application to the real world.

Keywords: team, personality, regret, satisfaction, optimal team formation

JEL classification code: D21

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