

# The teamwork art in public health

## A qualitative study

How can remote teams harness the creative potential of group work while minimizing the challenges of distance collaboration?

### Remote group work

### Methodology

Population : Master's degree students and teachers at the ISPED

Data collection : 2 focus groups with 7 students (1 hour), and 3 semi-structured interviews with ISPED's teachers

#### Situation analysis

Cultural, linguistic, and geographical differences

Professional and personal constraints

Diversity of skills and knowledge

Efficiency, communication, motivation

Stress, tensions, unequal contribution =

Results below expectations  
Less enriching learning experience  
Difficulty working together again

#### Teaching staff strategies

**Strategic Team Formation:**  
By affinity, by interest, by profile, random

**Proactive educational support:**  
Reminders of best practices for teamwork, Regular meetings, Interim submissions, Individual support throughout the year

#### Student strategies and goals

**Organization:**  
Effective time management, fair distribution of tasks, shared leadership, Definition of clear goals, Regular follow-up meetings (and prompt problem resolution), Setting deadlines

**Strengthening connections:**  
Humor: Creating a relaxed atmosphere, Informal moments, Icebreakers (e.g., mood of the day), Considering emotional states

Student's softskills reported

Sharing of experiences and learning

Sense of integration

Professionalization

### Recommendations

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- Feedback, debriefing questionnaire, self-assessment.**
  - Clarity of instructions.**
  - Adjust strategies** according to students's needs and **improve group dynamics.**

**Diversify skills and profiles** to stimulate exchange, creativity, value each individual's potential, and encourage idea confrontation by activating transactive memory

#### Tool suggestions

- Commitment charters
- Post-evaluation feedback



#### Limits of the study

- Limited number of participants
- Social desirability bias
- Time constraints
- Context specificity

#### Strengths

- Engagement of students and teachers
- Multidisciplinary cross-sectional view
- Quick implementation of recommendations