

## Emotional Processes in Teams from Two Perspectives: Top-Down & Bottom-Up



Sharon Toker, Nava Michael-Tsabari and Tamar Sagiv

The emotional processes that connect the team to the individual and the team to the organization can be described from two perspectives: the first, more common, is the bottom-up perspective, namely the effect of individual-level characteristics on emotional processes in groups and organizations. The second is the top-down perspective, which focuses on the impact of organizational characteristics on emotional processes in teams as well as the impact of team characteristics on emotional processes at the individual level. The combination of these two approaches represents the MESO level, which has previously been described as a synthesis of micro- and macro-level organizational processes. Alongside the increase in the volume of research on emotions in general and group emotions in particular, a better understanding of the impact of emotions on group processes and their outcomes is still required. In this paper, we present the vertical processes (top-down and bottom-up), which directly relate to emotions in teams. We first present a brief overview of emotions and teams, and then we present the theoretical frameworks that link them.