

Curriculum Vitae
TRIPP DRISKELL
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(last updated on August 5, 2025)

EDUCATION

- Ph.D.**, University of Central Florida, 2013
Major: Applied Experimental Human Factors Psychology
- M.S.**, Embry-Riddle Aeronautical University, 2010
Major: Human Factors and Systems
- B.S.**, Florida State University, 2007
Major: Psychology

PROFESSIONAL SUMMARY

Tripp Driskell is President at Florida Maxima Corporation. His expertise includes individual and team behavioral health and performance in extreme environments, applied social psychology, human factors, teamwork, team training, and performance measurement and evaluation. He has recently published articles in *American Psychologist*, *Small Groups Research*, *Group Dynamics*, *Human Factors*, and *Human Resource Management Review*, and has written numerous book chapters.

He has most recently worked on funded research projects for the National Aeronautical and Space Administration (NASA), Air Force Research Laboratory, the Army Research Institute, National Academy of Sciences, and the National Space and Biomedical Research Institute (NSBRI).

Dr. Driskell's current research interests include research on novel methods to bolster individual and team functioning in extreme environments. This includes both basic research as well as applications to specific operational environments such as spaceflight.

RESEARCH AND APPLIED RESEARCH EXPERINECE

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| 2022-present | President, Florida Maxima Corporation
Responsible for day-to-day operations at Florida Maxima. Overseas and conducts applied psychological research. |
| 2013-2021 | Research Scientist, Florida Maxima Corporation
Responsible for conducting applied psychological research, which involves writing research reports, designing, implementing and conducting psychological experiments, analyzing data, securing research opportunities, working with external team members, publishing research findings, and managing large scale projects across multiple years. |

- 2010-2013** Graduate Research Assistant, University of Central Florida – Institute for Simulation and Training
Responsible for conducting applied psychological research and assisted in the collection, development, and dissemination of experimental research in the fields of human factors psychology, social psychology, and industrial/organizational psychology. Assisted in managing research and development efforts in team training, team performance measurement, training technologies, decision-making, and stress and performance.
- Summer 2009** Intern at the Federal Law Enforcement Training Center (FLETC), Training Innovation Division
Responsible for conducting experimental research in the Training Innovation Division. The experimental research focused on the development of Stress Exposure Training for law enforcement officers. The aim of this research program was to provide law enforcement officers and the Federal Law Enforcement Training Center with the training tools necessary to help officers mitigate the effects of various stressors on individual and team performance.
- 2008-2010** Graduate Research Assistant, Embry-Riddle Aeronautical University
Responsible for conducting psychological research related to human factors and the design and development of complex systems. Conduct research directly related to the aviation/aerospace industry.
- 2006-2010** Research Assistant, Florida Maxima Corporation
Responsible for conducting social psychological, human factors, and applied research and assisted in the collection, development, and dissemination of experimental research; Conducted field interviews of subject matter experts; Disseminated findings to researchers and practitioners.

RESEARCH GRANTS

- 1. National Aeronautical and Space Administration (NASA), CADMUS (Crew Adaptive Decision Making Under Stress) and Crew Decision Support System: Development, Validation, and Proof-of-Concept, Principal Investigator**
The focus of the proposed effort is on (1) enhancing the problem-solving abilities of the crew, as well as the extended team (Front Room, Back Room, and Mission Evaluation Room Controllers) during off-nominal conditions and (2) developing a prototype Crew Decision Support System (CDSS) aimed at assisting decision making and problem solving activities given operational constraints (e.g., distributed teams, communication delay).
Responsible for directing research team and executing proposal tasks and milestones.
- 2. National Aeronautical and Space Administration (NASA), Grant Augmentation: Dyads and Triads at 140 Million Miles: Data Collection at the Amundsen-Scott, McMurdo, and Palmer Research Stations, Co-Principal Investigator**

This grant augments our NASA research by utilizing the Amundsen-Scott, McMurdo, and Palmer stations as an analog for teams operating in long duration, isolated, confined environments. This study will use a combination of survey batteries and a diary/journaling protocol to allow us to understand the dynamic nature of interpersonal relationships (e.g., work, friendship, and close relationships) in isolated, confined environments, as well as the behaviors that serve to strengthen or weaken these relationships over time.

Responsible for data collection and data analysis.

3. Army Research Laboratory, Smart Team Assembly, Co-Principal Investigator

The objective of the proposed research is to enable assignment of Soldiers to Army teams based on need. We seek to provide a step toward the future by developing scientific knowledge and corresponding architecture that lays the groundwork for team assembly within fluid teams. This effort will not only result in a set of: (1) 'gold standard' team profiles (and common profile deficiencies) tied to key unit outcomes and (2) a set of tools that can be utilized by unit leaders for team assembly.

Responsible for conducting literature reviews, writing research reports, presenting and publishing research findings, and working with external team members.

4. Air Force Research Laboratory, Team Kickstarter: Approaches to Form and Support Fluid and Distributed Teams, Co-Principal Investigator

The aims of this project are to identify factors that underlie effective performance in fluid teams, review current research on team composition to support rapid team formation, and develop recommendations for research to support the selection and formation of fluid teams, as well as identify research gaps in the existing literature.

Responsible for managing the project team, conducting literature reviews, meeting sponsor milestones, writing end-of-year reports, and disseminating findings to the academic community.

5. National Aeronautical and Space Administration (NASA), Dyads and Triads at 140 Million Miles: Factors Affecting Interpersonal Relations in Long-Duration Spaceflight, Co-Principal Investigator

The goals of this research project are to (a) identify the risks to team functioning and performance stemming from the potential development of interpersonal relationships that may have adverse effects on the team, and (b) develop and test countermeasures to sustain team cohesion and mitigate the adverse effects of dysfunctional interpersonal relationships on the team.

Responsible for managing the project team, meeting sponsor milestones, collecting and analyzing data across multiple years, writing end-of-year reports, and disseminating findings to the academic community.

6. National Aeronautical and Space Administration (NASA), Specialized Team Roles, Research Scientist

The objective of this project is to answer the following questions: (1) what are the key social roles which influence team function in long duration exploration missions, (2) what are the key team technical (task-based) roles which influence team function in long duration, exploration missions; (3) what are the behavioral and communicative markers which can be

used to assess the degree to which key identified social and team technical roles are being fulfilled; (4) what contextual (internal/external) aspects serve to trigger a need for the dynamic shift of social roles and/or subgroup formation; (5) what are the optimal combinations (i.e., profiles, algorithms) of social roles for the maintenance and regulation of team functions for long duration exploration missions; (6) what are the markers that can be used to select for those most likely to fit social profiles and how do these profiles change across the duration of the mission (i.e., the team's life cycle).

Responsible for conducting literature reviews, writing research reports, presenting and publishing research findings, and working with external team members.

7. National Space Biomedical Research Institute (NSBRI), Lexical Indicators of Stress, Research Scientist

The goals of this research are to develop (1) a methodology to assess cognitive and emotional state "at a distance" through spontaneous verbal output in real-time communications and (2) a real-time assessment tool to detect cognitive performance deficits, stress, fatigue, anxiety, and depression in the spaceflight operational setting. This project requires an in depth understanding of how stress impacts performance and, more importantly, the stressors present in spaceflight operations.

Responsible for managing the project team, meeting sponsor milestones, collecting and analyzing data across multiple years, writing end-of-year reports, and disseminating findings to the academic community.

8. Federal Bureau of Investigation (FBI), Investigative Interviewing, Research Scientist

Conduct research to examine investigative interviewing skills in law enforcement and security settings.

Responsible for conducting both laboratory and field research to examine deception in small groups and developing guidelines for intelligence agents, coordinating with government sponsors, writing research reports, and presenting findings at intelligence briefings.

9. Army Research Institute, Collective Performance Measurement, Research Assistant

Conduct a literature review to identify best practices for measuring team emergent states.

Responsible for conducting literature reviews, writing research reports, and disseminating research findings.

10. Office of Naval Research (ONR), Counter IED Program, Research Assistant

11. Department of Defense Polygraph Institute (DoDPI), Credibility Assessment Program, Fort Jackson, SC., Research Assistant

12. Transportation Safety Administration (TSA), Indicators of Deception, Research Assistant

13. Naval Research Laboratory (NRL), Content Analysis of Deceptive Behavior, Research Assistant

- 14. Defense Counterintelligence and HUMINT Center (DCHC), Effects of Interpreters on Information Collected from Human Sources, Research Assistant**
- 15. Defense Counterintelligence and HUMINT Center (DCHC), Examining the Impact of Social Variables on Investigative Interviews, Research Assistant**
- 16. Department of Homeland Security (DHS), Detection of Subterfuge, Research Assistant**
- 17. Office of Naval Research/Naval Research Laboratory (ONR/NRL), Identification of Incomplete Terrorist Networks, Research Assistant**

PUBLICATIONS: REFEREED PUBLICATIONS

1. **Driskell, T.**, Burke, C. S., & Driskell, J. E. (2025). Interpersonal dynamics in spaceflight: An archival study. *Acta Astronautica*, 229, 861-865.
2. **Driskell, T.**, Funke, G., Tolston, M., Capiola, A., & Driskell, J. E. (2024). Fluid teams. *Military Psychology*, 1-14.
3. **Driskell, T.**, Funke, G., Tolston, M., Capiola, A., & Driskell, J. E. (2024). Fluid and virtual teams. *Small Group Research*, 55(5), 680-705.
4. **Driskell, T.**, Funke, G., Tolston, M., Capiola, A., & Driskell, J. (2024). Composition considerations for fluid teams: a review. *Frontiers in Psychology*, 15, 1302022.
5. **Driskell, T.**, Funke, G., Tolston, M. T., Capiola, A., & Driskell, J. (2024). Supporting fluid teams: A research agenda. *Frontiers in Psychology*, 15, 1327885.
6. Funke, G., Tolston, M., **Driskell, T.**, Capiola, A., & Driskell, J. (2024). Fluid teams. *Frontiers in Psychology*, 15, 1427375.
7. **Driskell, T.**, Salas, E., Burke, C. S., & Driskell, J. E. (2021). A Lexical Approach to Assessing Stress: Development and Proof-of-Concept. *Human Factors*, online first.
8. Driskell, J. E., Salas, E., & **Driskell, T.** (2018). Foundations of teamwork and collaboration. *American Psychologist*, 73(4), 334-348.
9. **Driskell, T.**, Driskell, J. E., Burke, S., & Salas, E. (2017). Team roles: A review and integration. *Small Group Research*, 48(4), 482-511.
10. **Driskell, T.**, Salas, E., & Driskell, J. E. (2018). Teams in extreme environments: Alterations in team development and teamwork. *Human Resource Management Review*, 28(4), 434-449.
11. **Driskell, T.**, & Salas, E. (2015). Investigative interviewing: Harnessing the power of the team. *Group Dynamics: Research, Theory, and Practice*, 19, 273-289.

12. Coultas, C, **Driskell, T.**, Burke, S., & Salas, E. (2014). Emergent states measurement. *Small Groups Research*, 45(6), 671-703.
13. **Driskell, T.**, Burke, S., Driskell, J. E., & Salas, E., & Neuberger, L. (2014). Steeling the team: Assessing individual and team functioning “at a distance”. *The Military Psychologist*, 29(1), 12-18.
14. **Driskell, T.**, Scalfani, S., & Driskell, J. E. (2014). Reducing the effects of game day pressures through stress exposure training. *Journal of Sport Psychology in Action*, 5(1), 28-43.
15. Driskell, J. E., & **Driskell, T.** (2013). Gathering information in field settings. *The Military Psychologist*, 28(3), 9-13.
16. **Driskell, T.**, Blickensderfer, E. L., & Salas, E. (2013). Is three a crowd? Examining rapport in investigative interviews. *Group Dynamics: Research, Theory, & Practice*, 17(1), 1-13.
17. Driskell, J. E., Salas, E., & **Driskell, T.** (2012). Social indicators of deception. *Human Factors*, 54(4), 577-588.

PUBLICATIONS: REFEREED CONFERENCE PROCEEDINGS

1. **Driskell, T.**, Driskell, J. E., Salas, E., Burke, C. S., & Neuberger, L. (2014). The language of lies: A content analytic approach. *Proceedings of the Human Factors and Ergonomics Society*. Chicago, Illinois.
2. Ohland, M.W., Loughry, M. L., Layton, R. A., Pomeranz, H.R., Bedwell, W. L., M., Lyons, R., Ferguson, D. Heyne, K., **Driskell, T.**, & Woehr, D. J. (2012). SMARTER Teamwork: System for management, assessment, research, training, education, and remediation for teamwork. *American Society of Engineering Education Proceedings*.
3. **Driskell, T.**, & Frischmann, T. (2012). Using social media for evaluating HCI systems: An illustrative example. *Proceedings of the Human Factors and Ergonomics Society*. Boston, Massachusetts.
4. **Driskell, T.** (2011). Effects of a third party on rapport in investigative interviews. *Proceedings of the Human Factors and Ergonomics Society*. Las Vegas, Nevada.
5. Blickensderfer, E. L., Boquet, A. J., Blanding, R., **Driskell, T.**, Rinkinen, C., & Lauth, M. (2010). Service-for-Equipage Impact Assessment. *Proceedings of the Human Factors and Ergonomics Society*. San Francisco, California.

PUBLICATIONS: BOOK CHAPTERS

1. Driskell, J. E., Salas, E., & **Driskell, T.** (2020). Research in Extreme Real-World Environments: Challenges for Spaceflight Operations. In *Psychology and Human Performance in Space Programs* (pp. 67-86). CRC Press.
2. **Driskell, T.**, & Driskell, J. E. (2019). Got theory? Multitasking, cognitive load, and deception. In *The Palgrave handbook of deceptive communication* (pp. 145-165). Palgrave Macmillan, Cham.
3. **Driskell, T.**, Driskell, J., & Salas, E. (2017). Lexicon as a predictor of team dynamics. In E. Salas, B. Vessey, & L. Landon, *Team dynamics over time*. Bingley, UK: Emerald Group Publishing.
4. Dietz, A., Driskell, J. E., Sierra, M. J., Weaver, S. J., **Driskell, T.**, & Salas, E. (2017). Teamwork under Stress. *The Wiley Blackwell Handbook of the Psychology of Team Working and Collaborative Processes*, 297-315.
5. **Driskell, T.**, Driskell, J. E., & Salas, E. (2015). Mitigating stress effects on team cohesion. In E. Salas, W. B. Vessey, & A. X. Estrada (Eds.), *Team cohesion: Advances in psychological theory, methods, and practice* (pp. 247-270). Bingley, UK: Emerald Group Publishing Limited.
6. Driskell, J. E., King, J., & **Driskell, T.** (2014). Conducting applied experimental research. In M. Webster & J. Sell (Eds.), *Laboratory experiments in the social sciences* (2nd ed.)(pp. 451-472). Burlington, MA: Academic Press.
7. **Driskell, T.**, & Salas, E. (2014). Training teams to high performance: Efficacy and implications for practice. In A. R. Gomez, A. Albuquerque, & R. Resende (Eds.), *Positive human functioning from a multidimensional perspective: Promoting high performance* (Vol. 3) (pp. 33-58). New York, NY: Nova Science Publishers.
8. **Driskell, T.**, Salas, E., & Vessey, W. B. (2015). Team training in virtual environments: A dual approach. In K. S. Hale & K. M. Stanney (Eds.), *Handbook of virtual environments: Design, implementation, and applications* (pp. 1001-1028). Boca Raton, FL: CRC Press.
9. **Driskell, T.**, Driskell, J. E., & Salas, E. (2014). Stress, performance, and decision making in organizations. In S. Highhouse, R. S. Dalal, & E. Salas (Eds.), *Judgment and decision making at work* (pp. 251-276). New York, NY: Taylor & Francis.
10. Gregory, M. E., Feitosa, J., **Driskell, T.**, Salas, E., & Vessey, W. B. (2013). Designing, delivering, and evaluating team training in organizations: Principles that work. In E. Salas, S. I. Tannenbaum, D. Cohen, & G. Latham (Eds.), *Developing and enhancing high-performance teams: Evidence-based practices and advice* (pp. 441-487). San Francisco, CA: Jossey-Bass.
11. **Driskell, T.**, Lazzara, E. L., Salas, E., King, H., & Battles, J. (2012). Does team training work? Where is the evidence? In E. Salas & K. Frush (Eds.), *Improving patient safety through teamwork and team training*. New York, NY: Oxford University Press.

PROFESSIONAL PRESENTATIONS

1. Burke, S., Kaosaar, A., Szaba, K., **Driskell, T.**, & Driskell, J. (2024). The human side of long-duration space missions: A qualitative examination of astronauts interpersonal experiences. NASA Human Research Program Investigators Workshop, Galveston, TX.

2. **Driskell, T.**, Burke, S., Driskell, J. (2023). Astronaut perceptions of interpersonal relations in long-duration spaceflight. 2023 NASA Human Research Program Investigators Workshop, Galveston, TX.
3. Kaosaar, A., Burke, C. S., **Driskell, T.**, Fiore, S., Landon, L. B., Marques-Quinteiro, P. (2023) Crew Dynamics Support in Long-Distance Exploration Missions: Where Are We? What Are We Missing? 18th Annual INGRoup Conference, 2022, Seattle, Washington.
4. Kaosaar, A., Szaba, K., Amon, M. J., **Driskell, T.**, Driskell, J., Burke, C. S. (2023). Do Fluctuation Patterns of Affective States Indicate Differences in Teamwork Outcomes Utilizing the Potential of Longitudinal Data for Manned Spaceflight. 18th Annual INGRoup Conference, 2022, Seattle, Washington.
5. **Driskell, T.**, Burke, C. S., & Driskell J. (2022). Interpersonal dynamics in spaceflight: An archival study. *2022 NASA Human Research Program Investigators Workshop*.
6. Kaosaar, A., Burke, S., **Driskell, T.**, & Driskell, J. (2022). An Eye Towards Understanding the Role of Emotional Regulation in Social Resilience for Long-Duration Space Exploration. 17th Annual INGRoup Conference, 2022, Hamburg, Germany.
7. Burke, C. S., *Halfman, T., Kilcullen, M., **Driskell, T.**, Driskell, J. E., & Salas, E. (2019). Exploring team roles on ICE: A longitudinal investigation with Antarctic Winter-Over Teams. Poster presented at NASA Human Research Program Investigators Workshop, Galveston, TX.
8. Burke, C. S., Howell, R., **Driskell, T.**, Marlow, S., Driskell, J., & Salas, E. (2018). Examining the link between personality and team role profiles in isolated, confined environments. Presented at the 2018 NASA Human Research Program Investigators Workshop. Galveston, TX.
9. **Driskell, T.**, Driskell, J., Burke, C. S., & Salas, E. (2018). Measuring team roles in mission critical environments: An analog study. In S. E. Frick, P. S. Ramsay, & W. Bedwell (Chairs), Modern methods for assessing team composition variables. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
10. **Driskell, T.**, Salas, E., Driskell, J. E., & Iwig, C. (2017). Inter- and intra- crew differences in stress response: A lexical profile. *NASA Human Research Program Investigators' Workshop*. Galveston, TX.
11. Burke, C. S., Driskell, J. E., Howell, R., Marlow, S., **Driskell, T.**, & Salas, E. (2017). Team roles revisited. Presented at the 2017 Human Research Program Investigators Workshop (NASA), Galveston, TX.
12. Burke, C. S., Driskell, J. E., Salas, E., & **Driskell, T.** (2016). Specialized team roles in long duration, exploration missions. *Anaheim, California. Society for Industrial and Organizational Psychology*.

13. Burke, C. S., **Driskell, T.**, Driskell, J. E., & Salas, E. (2016). Moving towards a better understanding of team roles in isolated, confined environments. *Poster presented at the 2016 Human Research Program Investigators Workshop (NASA), Galveston, TX.*
14. **Driskell, T.**, Burke, C. S., Gregory, M. E., Driskell, J., & Salas, E. (2016). Using analog environments to examine team roles in the context of long duration exploration missions. In L. B. Landon (Chair), *Simulating space missions: Findings from high-fidelity research analogs. Symposium presented at the 31st Annual Conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.*
15. **Driskell, T.**, Driskell, J. E., & Salas, E. (2016). A methodology for examining roles in mission-critical environments. *Anaheim, California. Society for Industrial and Organizational Psychology.*
16. **Driskell, T.**, Salas, E., Burke, C. S., & Driskell, J. E. (2016). Assessment of team functioning via lexical analysis of team communications. *Anaheim, California. Society for Industrial and Organizational Psychology.*
17. Salas, E., Driskell, J. E., **Driskell, T.**, & Burke, S. (2016). Detecting stress effects in spaceflight teams using real-time lexical indicators. *NASA Human Research Program Investigators' Workshop. Galveston, TX.*
18. Lacerenza, C. N, Iwig, C., Gregory, M. E., Thayer, A. L., Burke, C. S, **Driskell, T.**, Driskell, J., & Salas, E. (2016). Team role composition and vulnerability in long duration space flight. In C. S. Burke & C. Wiese (Chairs), *Examining team process and performance requirements in mission critical teams. Symposium presented at the 31st Annual Conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.*
19. **Driskell, T.**, Salas, E., Driskell, J. E., Burke, S., & Neuberger, L. (2015). Development of the STRESSnet lexical analysis tool to detect stress and related deficits in long duration spaceflight. *NASA Human Research Program Investigators' Workshop. Galveston, TX.*
20. Salas, E., **Driskell, T.**, Burke, S., Driskell, J. Neuberger, L. (2015). Assessing individual and team functioning "At a distance." *Philadelphia, PA. Society for Industrial and Organizational Psychology.*
21. Driskell, J., Salas, E., Burke, S., **Driskell, T.**, & Neuberger, L. (2015). Developing STRESSnet: A Lexical Analysis Tool to Detect Stress in Long Duration Spaceflight. *San Juan, PR. 2015 Annual Conference of the International Communication Association.*
22. Neuberger, L., **Driskell, T.**, Driskell, J., Salas, E., & Burke, S. (2015). Unobtrusive Assessment of Emotional States in Astronaut Teams. *San Juan, PR. 2015 Annual Conference of the International Communication Association.*
23. Iwig, C., Gregory, M., Shimono, M., Thayer, A., Burke, C. S., Driskell, J., Driskell, J., & Salas, E. (2015, July). Team role composition and vulnerability in long duration space flight. *Poster presented at the 2015 INGRoup Conference, Pittsburgh, PA.*

24. Driskell, J. E., Salas, E., **Driskell, T.**, & Burke, S. (2014). Using real-time lexical indicators to detect performance decrements in spaceflight teams: A methodology to dynamically monitor cognitive, emotional, and social mechanisms that influence performance. *NASA Human Research Program Investigators' Workshop. Galveston, TX.*
25. **Driskell, T.** (2012). Language style matching in investigative interviews. *Human Factors and Applied Psychology Student Conference. Daytona Beach, FL.*
26. **Driskell, T.** (2012). Social indicators of deception. Toronto, Canada. *International Investigative Interviewing Research Group.*
27. **Driskell, T.** (2012). Quick and attained rapport in the investigative interview. Toronto, Canada. *International Investigative Interviewing Research Group.*
28. **Driskell, T.** (2012). Training to detect deception in conspirators. *Orlando, FL. American Psychological Association annual meeting.*
29. Driskell, J. E., Salas, E., **Driskell, T.** (2010). Social aspects of deception. *San Diego, CA. American Psychological Association annual meeting.* Submission Date: 11/31/2010
30. **Driskell, J., III**, Blickensderfer, E., & Damphousse, S. (2010). FAA practical test standards: A scientific approach. *Phoenix, AZ. Aerospace Medical Association.*
31. **Driskell, J., III**, Blickensderfer, E., & Damphousse, S. (2009). Examining the content validity of the FAA practical test standards. *Human Factors and Applied Psychology Student Conference. Daytona Beach, FL.*

Grants, Fellowships & Awards

Graduate Travel Fellowship, University of Central Florida: \$400

American Psychology-Law Society Student Grants-in-Aid: \$750