

**Source 3:** Heterogeneity and team performance: Evaluating the effect of cultural diversity in the world's top soccer league

In *Heterogeneity and team performance: Evaluating the effect of cultural diversity in the world's top soccer league*, by Keith Ingersoll, Edmond Malesky and Sebastian M. Saiegh, the authors discuss a study in which the success of various professional soccer teams was analyzed on a premise of the level of diversity in each team. What they found was a positive relationship between diversity and performance. Teams with international talent on their roster outperform teams with a motivation towards cultivating "homegrown" (local) talent.

This source is extremely useful to my research because it brings the topic of diversity from within the realms of workplace structure, to the outside world, in the far reaches of professional international sports. This brings the topic from a small to very large scale and opens up the possibility to relate the topic to other realms. By reaching to sports performance, something very different from office performance, it opens up all the places in between where there is room to look for connections between diversity and success. This article will work as a connection point from the workplace research to the larger world research.

Ingersoll, Keith, et al. "Heterogeneity and Team Performance: Evaluating the Effect of Cultural Diversity in the World's Top Soccer League." *Journal of Sports Analytics*, vol. 3, no. 2, 2017, pp. 67–92., doi:10.3233/jsa-170052.