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negative impact of team dispersion



- 3 people in Munich, 3 in **Berlin**
- same language, culture, and time-zone
- previously co-located for one year; like and trust each other
- constant video chat connections

very different language,

- 3 people in Boston, 3 in

Beijing

- culture, and time-zone
 - never met in person, low trust
 - only communicate via email