

Comox Valley Primary Care Network

Team-Based Care: multiple health care providers from different professional backgrounds work together and with patients/clients, families, caregivers, and communities to deliver comprehensive health services across care settings. Ministry of Health, Team-Based Care Policy Draft, 2020 July.^[1]

This assessment is informed by the BC Patient Safety & Quality Council's Preparing for Change Assessment, 2020

Team Assessment

Transformational teams create transformational change and interprofessional collaboration. Interprofessional collaboration is the process of developing and maintaining effective interprofessional working relationships with learners, practitioners, patients/clients/ families, and communities to enable optimal health outcomes. Elements of collaboration include respect, trust, shared decision making, and partnerships.^[2] Research shows that interactive groups where participants focus on collaboration, team values, roles and relationships with others have significant impacts on change efforts and team effectiveness.

Reflect on the current team you are on and respond to the following questions:

Please use the following scale:

- | | |
|-----------------|------------|
| 1 – not at all | 4 - mostly |
| 2 – very little | 5 - always |
| 3 – sometimes | |

Team Functioning

Statement	Current
	Likert Scale of 1-5 1 not at all and 5 always
We have a shared purpose and common goals ^[3]	
We are committed to the shared purpose and common goals	
We have just enough structure ^[2] to achieve our objectives without being overly burdensome	
We take mutual responsibility for outcomes in the ways in which the team works ^[4]	
We recognize and respect the diversity of other health and social care roles, responsibilities, and competencies ^[2]	
We put critical topics on the table for discussion ^[5]	
We openly discuss and learn from errors ^[6,9]	
We focus on important issues not politics ^[7]	
Members of our team can express their views fully ^[5]	
We take risks in offering feedback and assistance	
Members of our team provide support to one another when times are challenging	
I feel valued on this team	
Members of our team are accountable and do what they say they will do ^[7]	
Our team has had unexpected learning which has propelled us to grow	

We have processes in place to ensure there is a flow of communication ^[5,9]	
We apply collaborative decision making in our team ^[2]	
We participate in authentic communication and dialogue ^[8,9]	
We meet frequently enough (huddles or other) to maintain our team culture and communication ^[5,6,9]	
We meet frequently enough to communicate and ensure a common understanding of care decisions ^[2]	
We share leadership on our team ^[2]	
There is a climate of collaboration on our team ^[2,5]	
There is a feeling of trust between members of our team ^[5]	
We celebrate success along the way ^[6]	
Section Total	

Role Clarity

A clear understanding of roles and responsibilities and the knowledge and skills required to operate in the new environment is essential to ensuring effective change ^[1]

Please use the following scale:

- | | |
|-----------------|------------|
| 1 – not at all | 4 - mostly |
| 2 – very little | 5 - always |
| 3 – sometimes | |

Role on the Team

Statement	Current
	Likert Scale of 1-5 1 not at all and 5 always
I understand my role on this team and how it contributes to our goals and shared purpose ^[1]	
Understand the role of others on my team ^[2]	
I understand my scope of work	
Overall, I usually work to the full scope of my position/profession/practice	
I understand the roles and scope of others on the team ^[2,3,4,7,9]	
Section Total	

Skills and Understanding

Statement	Current
	Likert Scale of 1-5 1 not at all and 5 always
I have the skills and knowledge necessary to fulfil my role	
I have the time I need to learn in my role	
There is a common language and understanding of expectations of practice that allow me to work in collaboration as we move through change	
Section Total	

Resources

Statement	Current
	Likert Scale of 1-5 1 not at all and 5 always
I have the appropriate information and technology needed perform my role	
I have the time and capacity needed to do perform my role ^[6]	
I have the appropriate physical space needed to perform my role	
I have access to the change resources needed to perform my role	
I have the tools I need to function in my role	
I have the required supports and processes in place perform my role	
Section Total	

References

¹BC Ministry of Health Policy Instrument. Team-Based Care. August 27, 2020. 11 p. Version: 2.0.

<https://bcpsqc.ca/wp-content/uploads/2020/12/Team-Based-Care-Policy-27August2020.pdf>

²Canadian Interprofessional Health Collaboration. College of Health Disciplines. February 2010. 36 p.

https://drive.google.com/file/d/1Des_mznc7Rr8stsEhHxI8XMigiYWzRIIn/view

³Leading Large-Scale Change. A Practical Guide. <https://www.england.nhs.uk/publication/leading-large-scale-change/>.

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⁷Lencioni, P. & Okabayashi, K. (2012). *The Five Dysfunctions of a Team*. Hoboken, NJ: Wiley

⁸Zak, P. (2018). The neuroscience of high-trust organizations. *Consulting Psychology Journal: Practice and Research*. 70(1), 45-58. <https://dx.doi.org/10.1037/cpb0000076>

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