



ASSESSING TEAM ATTITUDES & FUNCTIONS
~A SET OF PRE & POST QUESTIONNAIRES~
Sun Country Health Region, IPCP&LE Initiative



Dear Team Member:

Please take a few minutes to thoughtfully answer these questions in regard to your current team(s). This evaluation should take about 15-20 minutes to complete. Your opinions are very important. Your assistance in this matter is greatly appreciated.

The measurement instruments included in this project are attached:

1. ATHCT Scale: **Attitudes** Toward Health Care Teams Scale
2. Team **Skills** Scale (TSS): a self-assessment instrument
3. Interprofessional Collaboration Scale (IPC): Team **function** from individual team members' perspective specifically, effectiveness of communication, accommodation and appearance of isolation
4. Team Fitness Tool

Attitudes Toward Health Care Teams Scale (ATHCT)

We would like to know about your attitudes toward interdisciplinary health care teams and the team approach to care. By interdisciplinary health care team, we mean three or more health professionals (e.g., nurse, physician, social worker) who work together and meet regularly to plan and coordinate treatment for a specific patient population.¹

| "IN MY OPINION": | Strongly Disagree | Moderately Disagree | Somewhat Disagree | Somewhat Agree | Moderately Agree | Strongly Agree | |
|---|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----|
| 1. Working in teams unnecessarily complicates things most of the time | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A1 |
| 2. The team approach improves the quality of care to patients | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A2 |
| 3. Team meetings foster communication among team members from different disciplines | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A3 |
| 4. Physicians have the right to alter patient care plans developed by the team | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A4 |
| 5. Patients receiving team care are more likely than other patients to be treated as whole persons | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A5 |
| 6. A team's primary purpose is to assist physicians in achieving treatment goals for patients | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A6 |
| 7. Working on a team keeps most health professionals enthusiastic and interested in their jobs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A7 |
| 8. Patients are less satisfied with their care when it is provided by a team | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A8 |
| 9. Developing a patient care plan with other team members avoids errors in delivering care | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A9 |
| 10. When developing interdisciplinary patient care plans, much time is wasted translating jargon from other disciplines | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | A10 |

¹ Heinemann, Schmitt and Farrell (1994). Attitudes Towards Interdisciplinary Teams, all rights reserved

Team Skills Scale (a self-assessment measure)

Please rate **your ability to carry out each of the following tasks** :²

| | <i>Poor</i> | <i>Fair</i> | <i>Good</i> | <i>Very Good</i> | <i>Excellent</i> | |
|---|-------------|-------------|-------------|------------------|------------------|-------|
| 22. Function effectively in an interdisciplinary team | o | o | O | o | o | TSS1 |
| 23. Treat team members as colleagues | o | o | o | o | o | TSS2 |
| 24. Identify contributions to patient care that different disciplines can offer | o | o | o | o | o | TSS3 |
| 25. Apply your knowledge of geriatric principles for the care of older persons in a team care setting | o | o | o | o | o | TSS4 |
| 26. Ensure that patient/family preferences/goals are considered when developing the team's care plan | o | o | o | o | o | TSS5 |
| 27. Handle disagreements effectively | o | o | o | o | o | TSS6 |
| 28. Strengthen cooperation among disciplines | o | o | o | o | o | TSS7 |
| 29. Carry out responsibilities specific to your discipline's role on a team | o | o | o | o | o | TSS8 |
| 30. Address clinical issues succinctly in interdisciplinary meetings | o | o | o | o | o | TSS9 |
| 31. Participate actively at team meetings | o | o | o | o | o | TSS10 |
| 32. Develop an interdisciplinary care plan | o | o | o | o | o | TSS11 |
| 33. Adjust your care to support the team goals | o | o | o | o | o | TSS12 |
| 34. Develop intervention strategies that help patients attain goals | o | o | o | o | o | TSS13 |
| 35. Raise appropriate issues at team meetings | o | o | o | o | o | TSS14 |
| 36. Recognize when the team is not functioning well | o | o | o | o | o | TSS15 |
| 37. Intervene effectively to improve team functioning | o | o | o | o | o | TSS16 |
| 38. Help draw out team members who are not participating actively in meetings | o | o | o | o | o | TSS17 |

² Hepburn, Tsukuda, and Fassler (1996), Team Skills Scale, all rights reserved

Interprofessional Collaboration Scale³
 (Measures communication, accommodation and isolation)

| | Strongly Disagree | Disagree | Agree | Strongly Agree | |
|---|--------------------------|-----------------------|-----------------------|-----------------------|-------|
| 1. The team has a good understanding about their respective responsibilities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-C |
| 2. Team members are usually willing to take into account the convenience of individuals when planning their work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-A |
| 3. I feel that patient treatment and care are not adequately discussed between and among team members. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-C |
| 4. Individuals on the team share similar ideas about how to treat patients. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-A |
| 5. Team members are willing to discuss individuals' issues. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-A |
| 6. Team members cooperate with the way care is organized. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-A |
| 7. Team members would be willing to cooperate with new, agreed upon practices. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-A |
| 8. Individuals are not usually asked for their opinions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-I |
| 9. Team members anticipate when they will need others' help. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-C |
| 10. Important information is always passed between and among team members. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-C |
| 11. Disagreements within the team often remain unresolved. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-C |
| 12. Some individuals think their work is more important than the work of others on the team. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-I |
| 13. Some individuals would not be willing to discuss new practices with other team members. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | IPC-I |

IPC-C (Communication), IPC-A (Accommodation), IPC-I (Isolation)

³ Kenaszchuk C, Reeves S, Nicholas D, Zwarenstein M. Validity and reliability of a multiple-group measurement scale for interprofessional collaboration. *BMC Health Services Research* 2010;10.

Team Fitness Test⁴

Rate each of the following statements as it applies to your team using the following rating scale:

| | |
|--|---|
| This statement <u>definitely</u> applies to our team. | 4 |
| This statement applies to our team <u>most of the time</u> . | 3 |
| This statement is <u>occasionally</u> true for our team. | 2 |
| This statement <u>does not describe</u> our team at all. | 1 |

Enter the score you believe appropriate for each statement beside the statement number on the Scoring Sheet.

- ___ 1. Each team member has an equal voice.
- ___ 2. Members make team meetings a priority.
- ___ 3. Team members know they can depend on one another.
- ___ 4. Our mandate, goals, and objectives are clear and agreed upon.
- ___ 5. Team members fulfill their commitments.
- ___ 6. Team members see participation as a responsibility.
- ___ 7. Our meetings produce excellent outcomes.
- ___ 8. There is a feeling of openness and trust in our team.
- ___ 9. We have strong, agreed upon beliefs about how to achieve success.
- ___ 10. Each team member demonstrates a sense of shared responsibility for the success of the team.
- ___ 11. Input from team members is used whenever possible.
- ___ 12. We all participate fully in team meetings.
- ___ 13. Team members do not allow personal priorities/agendas to hinder team effectiveness.
- ___ 14. Our roles are clearly defined and accepted as defined by all team members.
- ___ 15. Team members keep each other well informed.

⁴ Geriatric Interdisciplinary Team Training Program: John A. Hartford Fdn: <http://www.gittprogram.org/index.html>

| | |
|--|---|
| This statement <u>definitely</u> applies to our team. | 4 |
| This statement applies to our team <u>most of the time</u> . | 3 |
| This statement is <u>occasionally</u> true for our team. | 2 |
| This statement <u>does not describe</u> our team at all. | 1 |

- ___ 16. We involve the right people in decisions.
- ___ 17. In team meetings we stay on track and on time.
- ___ 18. Team members feel free to give their honest opinions.
- ___ 19. If we were asked to list team priorities, our lists would be very similar.
- ___ 20. Team members take initiative to put forth ideas and concerns.
- ___ 21. Team members are kept well informed.
- ___ 22. We are skilled in reaching consensus.
- ___ 23. Team members respect each other.
- ___ 24. When making decisions, we agree on priorities.
- ___ 25. Each team member pulls his or her own weight.