

APPENDIX 4. Assessing Performance in an IPHC Team

Category	Variables*	Rating*
Group Dynamics within the Team	<i>Please select the degree to which the team was able to...</i> develop a climate of mutual respect adopt effective communication strategies develop a climate of trust establish clear roles set goals in a collective manner make decisions collaboratively develop an effective leadership structure resolve conflict effectively develop cohesion resolve ineffective team processes	1 2 3 4 5
Individual Team Members' Personal Knowledge and Skills	<i>Please select the degree to which the team member was able to...</i> communicate effectively appreciate professional identity of self and others invite contributions from others demonstrate professional competence provide and accept feedback lead effectively	
Individual Team Members' Personal Attributes	<i>Please select the degree to which the team member was...</i> respectful willing to share knowledge ethical responsible flexible confident personable	
Organizational Dynamics	<i>Please select the degree to which the organization...</i> uses a patient-centered approach promotes a culture of safety (not blame) promotes individual and team learning provides training in team processes provides opportunities to work in teams provides effective infrastructure provides incentives, recognitions, and rewards to promote interprofessional collaboration incorporates ongoing evaluation provides time for reflective practice provides opportunities for consistent feedback provides training on professional roles provides structured yet flexible boundaries	

*Each factor is rated using a 5-point Likert scale (very low=1, low=2, medium=3, high=4, very high=5) or could not assess.