Center for Interprofessional Practice and Education

at Washington University Medical Campus

Goldfarb School of Nursing at Barnes-Jewish College | University of Health Sciences and Pharmacy in St. Louis | Washington University School of Medicine

Team Development Measure for Interprofessional Education

The Team Development Measure for InterProfessional Education (TDM for IPE) is a 30-item tool for measuring the role clarity (roles/responsibility), communication (interprofessional communication), cohesiveness and goalsmeans clarity (teamwork) of a team

- Measures the degree to which a team has components needed for effective teamwork
- Provides an opportunity for you to reflect on your contributions to your team
- Teams typically start with developing each of the 4 components, and then need to revisit each to further develop the team's effectiveness
- Will be used in many phases of your professional education, both interprofessional education activities and activities in your profession's program
- Each team member responds on a 5-point scale to each item

IPEC Competencies

Roles/Responsibilities

Shared
acknowledgement of
each participating
team member's
roles and abilities.

Interprofessional Communication

Communicate in responsible manner that supports a team approach.

Teams and Teamwork

Apply relationshipbuilding values and the principles of team dynamics.

Values/Ethics for Interprofesional Practice

Work together with mutual respect and shared values.

TDM for IPE Domains

Role Clarity

Communication

Cohesiveness

Goals and Means Clarity

Values/Ethics for Interprofesional Practice

The items of the TDM for IPE measure 4 Domains.

Role Clarity: Clear role definitions and expectations

- Feel valued as members of the team
- Know who is doing what and what other team members expect of them
- Roles and responsibilities determined by: individual skills, scope of practice/ professional expertise, clinical situation

<u>Communication:</u> Includes decision-making and problem solving

Communicating team members:

- Freely say what they feel and think
- Direct, truthful, respectful, and positive
- Openly discuss all decisions
- Handle conflict in a calm, caring, and healing manner
- Openly explore options to solve problems that arise
- Do not talk about each other behind each other's back
- Do not have a hidden agenda

<u>Cohesiveness:</u> The social glue that binds the team's members

Cohesive team members:

- Are attracted to the team
- Find membership personally meaningful
- Enjoy the company of the other members
- Support, nurture, and care for each other
- Share ideas and ways to improve team function
- Use unique skills to benefit the team
- Have a strong "we" feeling
- Develop creative solutions to problems

Values/Ethics

Acknowledgement: Thank you to the Center for Interprofessional Practice & Education at the University of Colorado for identifying and compiling resources for using the Team Development Measure in interprofessional education. (Salem-Schatz, S. Mittman B. (2010) Guide to the team development measure. VA Center for Implementation Practice and Research Support)

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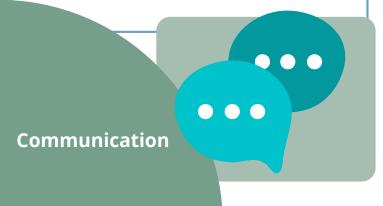
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Role Clarity





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Goals and Means Clarity



- Have clarified and agreed upon the work of the team
- Understand the goals of the team
- Agree on how to reach to team goals
- Agree upon criteria for evaluating team outcomes