

# Interprofessional Team

Effective **teams** share the following characteristics:

Clear **goals** that everyone on the team works towards

Clarity about each team member's **role** and **contributions**

Clear and open **communication**

**Effective decision-making**

engagement of all members in the work of the team

appreciation of diversity in terms of generation, culture, and thinking

effective conflict management

trust among members

cooperative relationships

**Participative leadership.**

**Interprofessional teams** form the basis of many **healthcare** problem-solving and decision-making mechanisms. However, more than 70% of **medical errors** are attributable to dysfunctional **team dynamics**. Suggestion that health care teams are more complex than nonmedical teams suggests that we require more sophisticated knowledge of team dynamics and processes.

The mechanisms of dysfunctional interprofessional teams focusing on **affective**, behavioral, and cognitive effects are explored. Mitchell et al. argued that interprofessional composition impacts - team dynamics by increasing the likelihood of **affective** conflict, which mediates a decrease in elaborative behaviors and **open-mindedness**.

The hypotheses are investigated using a cross-sectional, correlational design. Survey data received from 218 members of 47 interprofessional teams employed in an acute care setting, representing a 39% response rate, is used to investigate two moderated mediation pathways.

Analysis supports a significant relationship between interprofessional composition and affective conflict but only when team rate highly for professional identification. Results also support a dual moderated mediation pathway through which professional diversity has a dysfunctional effect on debate and open-mindedness.

A range of strategies emerge from the findings to minimize dysfunctional interprofessional team dynamics. These include the use of **leadership** strategies, such as transformational styles, reinforcement of shared values such as patient-centeredness, and development of a shared group identity <sup>1)</sup>.

<sup>1)</sup>

Mitchell R, Parker V, Giles M, Boyle B. The ABC of health care team dynamics: understanding complex affective, behavioral, and cognitive dynamics in interprofessional teams. *Health Care Manage Rev.* 2014 Jan-Mar;39(1):1-9. doi: 10.1097/HCM.0b013e3182766504. PubMed PMID: 24304597.

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