

### Introduction

The eight principles of successful interdisciplinary teamwork with proposed team commitments are:

Adapted from Rush University Medical Center, Geriatric Interdisciplinary Team Training Program,.

### 1. Explicitly Stated Team Goals

The team should have explicitly stated team goals.

- Each team member will be able to state the team's purpose and goals.
- All team members will have the support unity to participate in annual strategic planning process.

### 2. Patient & Family at the Center

The patient and family are at the center of all team activities and are active team members

- Patient/family health care goals will be explicitly discussed at all individual care plan conferences.
- Patients/family members/caregivers may be invited to participate in care planning.
- Care plans are discussed with patients/families

### 3. Professional Roles Defined

Professional roles must be clearly defined and understood.

- All team members will have a role definition and this will be shared with team members.
- Team members will understand their role in individual care plans.
- Focused discussions will be held among team members where roles overlap.

### 4. All Team Member Contribute

All team members should contribute to team function through constructive individual behaviors, including leadership.

- Team members will understand their own and other team member's communication styles.
- All team members will understand the indications for using specific team behaviors
- All team members will participate as facilitators for team meetings.

### Collaboration



### 5. Effective Team Communications

There must be effective team communication across all work settings.

- All team members will be trained in effective clinician-patient communication.
- Team members will understand their personal communication style under stress.

### 6. Have Necessary Tools & Strategies

The team must have tools or strategies for the effective management of conflict.

- All team members will be trained in conflict management.

### 7. Explicit Rules of Decision Making

The team should have explicit rules about participation and decision making.

- Decisions will be made by "consensus" whenever possible.
- Team members will identify when a vote might be needed.
- When decisions are being discussed, all team members will have the opportunity to provide their opinion.
- Ground rules will be established.
- Team members will be knowledgeable of other group process techniques to ensure balanced participation.

### 8. Team Must Be Adaptable

The team must be adaptable, responding to new challenges and conditions as they develop over time.

- The team is committed to trying new approaches to established problems.