

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.