

INSTRUMENT TITLE: The Team Survey	
Authors (date)	Millward & Jeffries (2001)
Purpose	To measure a series of competencies associated with the cognitive-motivational model of team effectiveness.
Instrument Characteristics	
Type of instrument	Survey
Total number of items	47
Setting	Health Care: Unspecified
Target respondent	Health Care Providers (Unspecified)
Degree of adaptation needed for primary care	Minor adaptation required
Mediator Constructs (# of items)	<i>Specific items</i>
<i>Cognitive Domain</i>	
Sense-making (n=0)	
Continuous learning (n=3)	TP1, TP4, TP5
Shared explicit goals and accountability (n=8)	1, 2, MCG1, MCG2, MCG3, MCG4, TI8, TP6
Evolving mental models of roles (n=4)	SMM1, SMM12, SMM13, SMM2
<i>Affective/Relational Domain</i>	
Trust (n=1)	TP3
Respectful interaction (n=5)	CM6, PER1, PER2, VAL1, VAL2
Heedful inter-relating (n=11)	3, 4, SMM3, SMM4, SMM5, SMM8, SMM9, SMM10, SMM11, TP7, TP8
Commitment (n=7)	TI1, TI2, TI3, TI4, TI5, TI6, TI7
<i>Behavioral Domain</i>	
Communication (n=7)	CM1, CM2, CM3, CM4, CM5, SMM6, SMM7
Adaptable to context and needs, improvisation (n=2)	SMM11, TP2
Conflict resolution (n=0)	
<i>Leadership Domain</i>	
Leadership (n=0)	
Psychometrics, Development and Testing	
Reliability	Internal consistency: Cronbach's α range 0.70 to 0.93. Inter-rater: split-half coefficient = 0.93.
Validity	Content validity: expert input. Criterion (concurrent) - bivariate correlations across variables. Construct validity (factor analysis).
Factor analysis	Yes - confirmatory (principal components)

INSTRUMENT TITLE: The Team Survey**Other development and testing methods**

Items generated from literature; regression analysis.

Abstracts and Citation**Instrument citation**

Millward LJ, Jeffries N. The team survey: a tool for health care team development. J Adv Nurs 2001;35(2):276-287.

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