

INSTRUMENT TITLE: Team Climate Inventory (TCI)	
Authors (date)	Anderson & West (1998)
Purpose	To assess the climate for innovation within groups at work.
Instrument Characteristics	
Type of instrument	Survey
Total number of items	61
Setting	Health Care: Inpatient
Target respondent	Health Care Administrators, Health Care Providers (Unspecified), LPNs, NPs, RNs
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=3)	43, 52, 54
Continuous learning (n=5)	33, 34, 45, 49, 50
Shared explicit goals and accountability (n=16)	1, 2, 3, 4, 5, 6, 7, 8, 9 10, 12, 42, 43, 44, 46, 47
Evolving mental models of roles (n=0)	
<i>Affective/Relational Domain</i>	
Trust (n=5)	24, 26, 27, 28, 31
Respectful interaction (n=13)	17, 18, 20, 21, 22, 23, 29, 30, 32, 48, 53, 56, 57
Heedful inter-relating (n=3)	15, 41, 42
Commitment (n=2)	11, 14
<i>Behavioral Domain</i>	
Communication (n=9)	13, 16, 19, 51, 57, 58, 59, 60, 61
Adaptable to context and needs, improvisation (n=8)	25, 35, 36, 37, 38, 39, 40, 55
Conflict resolution (n=1)	23
<i>Leadership Domain</i>	
Leadership (n=0)	
Psychometrics, Development and Testing	
Reliability	Internal consistency: Cronbach's α range 0.84 to 0.94, scale correlations range 0.35 to 0.62.
Validity	Criterion: across scale average r range 0.67 to 0.98; also, in all but 3 of 25 cases the F value (ANOVA) was significant, indicating adequate discriminant and convergent validity because measure distinguished between different groups.

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Factor analysis	Yes - exploratory and confirmatory
Other development and testing methods	Items generated via review of published measures.
Abstracts and Citation	
Instrument citation	Anderson NR, West MA. Measuring climate for work group innovation: development and validation of the team climate inventory. J Organ Behav 1998;19(3):235-258.
PubMed abstract or instrument link	N/A
Link to articles citing instrument	Link to articles citing instrument