

INSTRUMENT TITLE: Untitled (Campion et al 1993a)	
Authors (date)	Campion et al (1993)
Purpose	To assess workgroup effectiveness by evaluating targeted workgroup characteristics.
Instrument Characteristics	
Type of instrument	Survey
Total number of items	54
Setting	Non-Health Care or Unspecified
Target respondent	Employees
Degree of adaptation needed for primary care	Major adaptation required
Mediator Constructs (# of items)	<i>Specific items</i>
<i>Cognitive Domain</i>	
Sense-making (n=0)	
Continuous learning (n=3)	35, 36, 37
Shared explicit goals and accountability (n=11)	01, 02, 03, 04, 08, 19, 20, 21, 22, 23, 24
Evolving mental models of roles (n=3)	09, 25, 27
<i>Affective/Relational Domain</i>	
Trust (n=1)	43
Respectful interaction (n=4)	05, 06, 12, 47
Heedful inter-relating (n=12)	16, 17, 18, 28, 29, 41, 42, 48, 49, 50, 51, 54
Commitment (n=8)	10, 11, 32, 33, 34, 44, 45, 46
<i>Behavioral Domain</i>	
Communication (n=3)	40, 52, 53
Adaptable to context and needs, improvisation (n=2)	09, 30
Conflict resolution (n=0)	
<i>Leadership Domain</i>	
Leadership (n=2)	38, 39
Psychometrics, Development and Testing	
Reliability	Internal consistency: Cronbach's α 0.47 to 0.90; inter-rater: intraclass correlations 0.03 to 0.66.
Validity	Construct validity: average intercorrelations among scales ($r=0.22$).
Factor analysis	Yes - exploratory; principal components analysis with orthogonal and oblique rotations

INSTRUMENT TITLE: Untitled (Campion et al 1993a)**Other development and testing methods****Abstracts and Citation****Instrument citation**

Campion MA, Medsker GJ, Higgs AC. Relations between work group characteristics and effectiveness: Implications for designing effective work groups. Personnel Psych 2006;46(4):823-847.

PubMed abstract or instrument link

N/A

Link to articles citing instrument[Link to articles citing instrument](#)