

INSTRUMENT TITLE: Comprehensive Assessment of Team Member Effectiveness (CATME)	
Authors (date)	Loughry et al (2007)
Purpose	To evaluate individual team members' investment in and contributions to the team.
Instrument Characteristics	
Type of instrument	Survey
Total number of items	93
Setting	Non-Health Care or Unspecified
Target respondent	Non-Health Care Students
Degree of adaptation needed for primary care	Minor adaptation required
Mediator Constructs (# of items)	Specific items
Cognitive Domain	
Sense-making (n=10)	CON 17, CON 18, KEE 04, KEE 05, KEE 06, KEE 07, KEE 08, KEE 09, KEE 22, KEE 23
Continuous learning (n=15)	INT 23, INT 24, INT 25, INT 26, INT 27, KEE 02, KEE 10, KEE 11, KEE 12, KEE 24, KNO 01, KNO 02, KNO 07, KNO 08, KNO 09
Shared explicit goals and accountability (n=8)	EXP 01, KEE 15, KEE 16, KEE 17, KEE 18, KEE 21, KEE 22, KEE 23
Evolving mental models of roles (n=0)	
Affective/Relational Domain	
Trust (n=0)	
Respectful interaction (n=12)	INT 10, INT 11, INT 12, INT 16, INT 17, INT 18, INT 19, INT 20, INT 21, INT 23, INT 24, INT 26
Heedful inter-relating (n=25)	CON 16, CON 22, CON 23, CON 24, INT 04, INT 05, INT 06, INT 07, INT 08, INT 09, INT 17, INT 18, INT 19, INT 20, INT 21, INT 28, INT 29, INT 30, KEE 01, KEE 02, KEE 03, KEE 19, KNO 04, KNO 05, KNO 06
Commitment (n=29)	CON 01, CON 02, CON 03, CON 04, CON 05, CON 06, CON 07, CON 08, CON 09, CON 10, CON 11, CON 12, CON 13, CON 14, CON 15, CON 19, CON 20, CON 21, EXP 02, EXP 03, EXP 04, EXP 05, EXP 06, INT 12, INT 13, INT 14, INT 15, KEE 13, KEE 14
Behavioral Domain	
Communication (n=19)	CON 17, CON 18, INT 01, INT 02, INT 03, INT 04, INT 05, INT 06, INT 08, INT 09, INT 10, INT 11, INT 30, KEE 10, KEE 11, KEE 12, KEE 16, KEE 17, KEE 18,
Adaptable to context and needs, improvisation (n=0)	
Conflict resolution (n=0)	
Leadership Domain	

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Leadership (n=5)	INT 20, KEE 20, KNO 01, KNO 02, KNO 03
Psychometrics, Development and Testing	
Reliability	Internal consistency: average Cronbach's $\alpha = 0.76$ for categories, for short version of instrument Cronbach's α range 0.90 to 0.96.
Validity	Content validity: feedback from seven experts.
Factor analysis	Yes - exploratory and confirmatory
Other development and testing methods	Items generated from the literature and peer evaluation forms; revised items and had students critique and rank items; chi-square statistics and goodness of fit.
Abstracts and Citation	
Instrument citation	Loughry ML, Ohland MW, Moore DD. Development of a theory-based assessment of team member effectiveness. <i>Educ Psych Meas</i> 2007; 67(3):505-524.
PubMed abstract or instrument link	N/A
Link to articles citing instrument	N/A