

<b>INSTRUMENT TITLE: Team Learning Behaviors Instrument</b>	
<b>Authors (date)</b>	Savelsbergh et al (2009)
<b>Purpose</b>	To assess behaviors associated with team learning and their influence on team performance.
<b>Instrument Characteristics</b>	
<b>Type of instrument</b>	Survey
<b>Total number of items</b>	28
<b>Setting</b>	Non-Health Care or Unspecified
<b>Target respondent</b>	Employees, Managers
<b>Degree of adaptation needed for primary care</b>	Minor adaptation required
<b>Mediator Constructs (# of items)</b>	<b>Specific items</b>
<b>Cognitive Domain</b>	
<b>Sense-making (n=11)</b>	1, 2, 3, 5, 8, 10, 11, 13, 14, 18, 19
<b>Continuous learning (n=20)</b>	9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28
<b>Shared explicit goals and accountability (n=0)</b>	
<b>Evolving mental models of roles (n=0)</b>	
<b>Affective/Relational Domain</b>	
<b>Trust (n=0)</b>	
<b>Respectful interaction (n=3)</b>	4, 6, 7
<b>Heedful inter-relating (n=0)</b>	
<b>Commitment (n=0)</b>	
<b>Behavioral Domain</b>	
<b>Communication (n=3)</b>	15, 16, 17
<b>Adaptable to context and needs, improvisation (n=3)</b>	26, 27, 28
<b>Conflict resolution (n=0)</b>	
<b>Leadership Domain</b>	
<b>Leadership (n=0)</b>	
<b>Psychometrics, Development and Testing</b>	
<b>Reliability</b>	Internal consistency: Cronbach's $\alpha$ for scales range 0.71 to 0.87.
<b>Validity</b>	Face validity: input from 3 experts; Criterion (predictive): Pearson's product-moment between team performance as assessed by team members and their leaders and by supervisors ( $r = 0.50, n=19, p < 0.01$ ). Construct (convergent/discriminant): satisfactory.

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<b>Factor analysis</b>	Yes - confirmatory; principal component analysis using oblique rotation
<b>Other development and testing methods</b>	Items generated from definitions, literature, and instruments; correlations; linear regressions.
<b>Abstracts and Citation</b>	
<b>Instrument citation</b>	Savelsbergh, CMJH, van der Heijden BIJM,, et al. The development and empirical validation of a multidimensional measurement instrument for team learning behaviors. Small Group Res 2009;40(5):578-607.
<b>PubMed abstract or instrument link</b>	N/A
<b>Link to articles citing instrument</b>	<a href="#">Link to articles citing instrument</a>