

INSTRUMENT TITLE: Untitled (Schippers et al 2007)	
Authors (date)	Schippers et al (2007)
Purpose	To measure aspects of reflexivity in non-healthcare teams, with a focus on team capacity for reflection.
Instrument Characteristics	
Type of instrument	Survey
Total number of items	33
Setting	Non-Health Care or Unspecified
Target respondent	Employees, Managers
Degree of adaptation needed for primary care	No adaptation required
Mediator Constructs (# of items)	<i>Specific items</i>
<i>Cognitive Domain</i>	
Sense-making (n=8)	EVAL 01, EVAL 05, EVAL 10, EVAL 11, EVAL 12, EVAL 15, EVAL 16, EVAL 19
Continuous learning (n=11)	EVAL 02, EVAL 06, EVAL 08, EVAL 14, EVAL 17, EVAL 18, EVAL 19, FEED 02, FEED 03, FEED 04, FEED 05
Shared explicit goals and accountability (n=7)	ADAP 03, ADAP 04, ADAP 05, DISC 01, DISC 04, EVAL 07, EVAL 13
Evolving mental models of roles (n=0)	
<i>Affective/Relational Domain</i>	
Trust (n=1)	ADAP 02
Respectful interaction (n=0)	
Heedful inter-relating (n=1)	FEED 01
Commitment (n=0)	
<i>Behavioral Domain</i>	
Communication (n=5)	DISC 02, DISC 03, EVAL 03, EVAL 04, EVAL 09
Adaptable to context and needs, improvisation (n=2)	ADAP 01, EVAL 03
Conflict resolution (n=1)	EVAL 04
<i>Leadership Domain</i>	
Leadership (n=0)	
Psychometrics, Development and Testing	
Reliability	Internal consistency: Cronbach's α range 0.68 to 0.91. Inter-rater: intraclass correlation coefficients (ICC) for team-level variables range 0.17 to 0.35.
Validity	Construct (convergent, discriminant): composite reliabilities were 0.90, 0.76 and 0.86 for the scales.

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Factor analysis	Yes - exploratory (oblique factor solution) and confirmatory;
Other development and testing methods	Items generated from literature and interviews; revised based on experts.
Abstracts and Citation	
Instrument citation	Schippers MC, Den Hartog DN, Koopman PL. Reflexivity in teams: A measure and correlates. Appl Psychol 2007;56(2):189-211.
PubMed abstract or instrument link	N/A
Link to articles citing instrument	Link to articles citing instrument