

INSTRUMENT TITLE: Team Diagnostic Survey (TDS)	
Authors (date)	Wageman et al (2005)
Purpose	To identify and assess the strengths and weaknesses of work teams, and describe the relationship between team behavior and team performance.
Instrument Characteristics	
Type of instrument	Survey
Total number of items	82
Setting	Non-Health Care or Unspecified
Target respondent	Unspecified
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=2)	32, 59
Continuous learning (n=8)	42, 43, 44, 52, 62, 63, 75, 77
Shared explicit goals and accountability (n=16)	06, 09, 10, 11, 12, 13, 14, 15, 25, 30, 31, 33, 34, 35, 60, 65
Evolving mental models of roles (n=5)	01, 02, 03, 04, 05
<i>Affective/Relational Domain</i>	
Trust (n=1)	8
Respectful interaction (n=5)	37, 38, 54, 61, 76
Heedful inter-relating (n=7)	06, 07, 26, 35, 57, 59, 62
Commitment (n=12)	13, 14, 27, 5, 56, 66, 69, 70, 71, 72, 73, 74
<i>Behavioral Domain</i>	
Communication (n=6)	7, 32, 39, 40, 41, 54
Adaptable to context and needs, improvisation (n=6)	15, 28, 29, 42, 58, 76
Conflict resolution (n=4)	53, 64, 67, 68
<i>Leadership Domain</i>	
Leadership (n=6)	36, 37, 38, 47, 50, 51
Psychometrics, Development and Testing	
Reliability	Internal consistency: enabling conditions Cronbach's α range 0.31 to 0.81 (individ. level) and 0.64 to 0.94 (team), for coaching measures 0.43 to 0.92 (individ.), 0.75 to 0.98 (team), criterion measures 0.66 to 0.84 (individ.) and 0.89 to 0.93 (team).
Validity	Construct (discriminant): intraclass correlations range 0.24 to 0.63, correlations among enabling conditions range 0.19 to 0.59.

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Factor analysis	
Other development and testing methods	Items generated from existing instruments and literature; intraclass correlation to determine if can aggregate at group level.
Abstracts and Citation	
Instrument citation	Wageman RJ, Hackman R, Lehman E. Team Diagnostic Survey: Development of an instrument. J Appl Behav Sci 2005;41(4):373-398.
PubMed abstract or instrument link	Instrument link
Link to articles citing instrument	N/A