TEAMWORK

Rapid Improvement Resource

WHAT DO HEALTHY RELATIONSHIPS LOOK LIKE?

- Respect
- Trust and Support
- Honesty and Accountability

- · Shared Responsibility
- Economic Partnership
- Negotiation and Fairness

WHAT GETS IN THE WAY OF HEALTHY RELATIONSHIPS?

- 1. Words that pay lip service.
- 2. Patterns of old behavior.
- 3. Forgetting the human connection.
- 4. What else?????

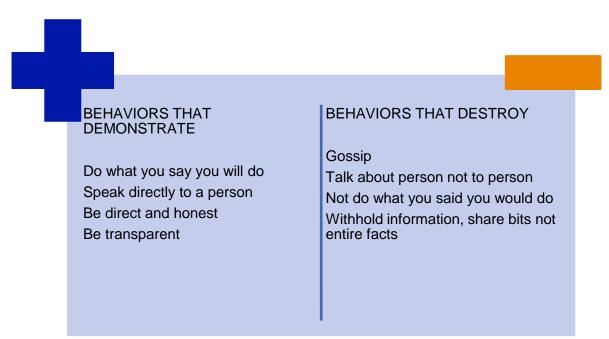
DESCRIBE THE ATTRIBUTES OF					
THE BEST TEAM YOU HAVE BEEN A PART OF	THE MOST CHALLENGING TEAMS YOU HAVE BEEN A PART OF				



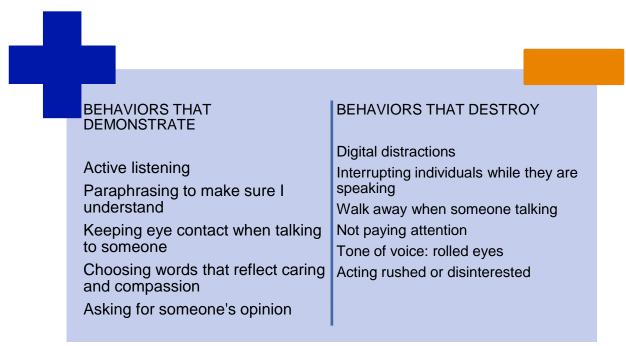


FOUR ELEMENTS OF HEALTHY TEAMS

1. Trust—to have confidence or faith in.



Communication—the process of transferring information from one entity to another and feeling safe sharing difficult information.







Competency—individuals possess the necessary work related skills and behavior needed to effectively perform in a role.



BEHAVIORS THAT DEMONSTRATE

Does expected work in timely manner

Keeps team members/patients informed

Projects confidence

Leaves work place in good condition

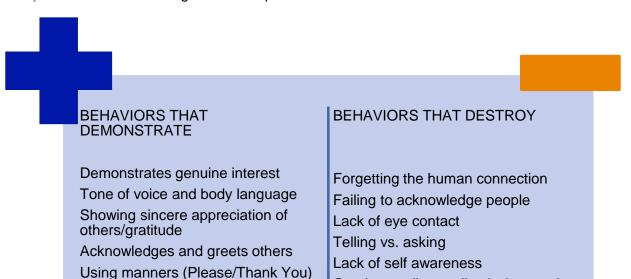
BEHAVIORS THAT DESTROY

Does not or will not or cannot complete tasks assigned Incomplete work Sloppy or inconsistent Cavalier or challenges all questions Inconsistent follow through

Condescending or dismissive words

and behaviors

Respect—interest: a feeling of friendship and esteem.







Asking for input

TEAMWORK DIAGNOSTIC

Reflect on each component of healthy teams based on how you interact with each other

Each team member rates the following using a scale of 1-5 (1 being poor and 5 being excellent)

Healthy Team Components	1 Poor	2	3	4	5Excellent	What would Excellent Look Like?
Trust	1	2	3	4	(5)	
Communication	1	2	3	4	(5)	
Respect	1	2	3	4	(5)	
Competency	①	2	3	4	(5)	

DEBRIEF

Where are our strengths?	
Where are our opportunities?	
Where do we go from here?	

ALWAYS BEHAVIORS

What are 3-5 behaviors we can commit to with each other to improve teamwork?

- 1.
- 2.
- 3.

How will we support and hold each other accountable?



