

Evaluating Team Process¹

Participation

- Did each team member adequately participate in the discussion, contribute ideas to the problem? to the care plan?
- Did members express themselves clearly? Address the point at hand?
- Did members follow-up/ask for clarification on vague comments or positions by others?
- Did the team process business in a way that allowed each member to contribute his or her viewpoint/role?
- Was there leadership to create the necessary structure and organization for the team to complete its business?
- Was there adequate leadership for creating challenging and analyzing ideas?

Conflict

- Did conflict or disagreement occur? Should there have been conflict? If so, why didn't it occur?
- When conflict or disagreement occurred:
 - Did some members dominate, push their ideas on others?
 - Did some members withdraw, fail to voice their position?
 - Did the team know how to reach an agreement?
 - Did the team move too quickly in reaching an agreement?
- Which of the following styles of dealing with conflict were used?
 - Withdrawal/avoidance
 - Accommodation
 - Competition
 - Compromise

¹ Hyer, K., Flaherty, E., Fairchild, S., Bottrell, M., Mezey, M., Fulmer, T., et al. (Eds.). (2003). *Geriatric Interdisciplinary Team Training: The GITT Kit* (2nd ed.). New York: John A. Hartford Foundation, Inc