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| Survey Name | **TCAM** | **Enhancing Primary Care Survey** (CMDHB designed) | **Health Navigator- Primary Care Team Assessment** | **Safety Climate Survey** | **Team Climate Inventory** |
| No. of Questions | 37 | 25 | 25 | 30 | 34 |
| Factors of “team climate” | * + Task Reflexivity   + Participative Trust and Safety   + Team learning behaviour   + Inter- team credibility   + Interdisciplinary teamwork   + Regular contact   + Mutual trust   + Team efficacy   + Team stability   + Leadership   + Individual Development | * Learning Environment Enablers * Model of Care Influencers * ‘Top of Scope’ practice enablers | * + Vision for quality improvement   + Who is in the health care team for LTC management?   + Quality of care (STEEEP)   + Admin systems and processes | * + Communication   + Workload   + Leadership   + Teamwork   + Safety System & Learning | * + Vision   + Task Orientation   + Support for quality improvement   + Participative Safety |
| Description | Measures the psychometric properties of a team.  Domains relate to important aspects of an effective team on their own but could be argued there needs to be more of a focus on team climate relating to implementing change and innovation. | Measures the psychometric properties of a team and questions address key factors consistent with current research on team effectiveness. | Focuses on the specific activities that occur and the extent to which it occurs in general practice.  Possible to make an inference on the general practice team’s culture from the presence/absence of these activities, but survey is primarily concerned with quality of care, than team culture. | Measures five psychometric properties of a team with a strong focus on a culture of safety.  These behaviours / culture align with those seen in effective teams implementing innovation and quality improvement however there are also other domains which arguably should be included. | Measures four psychometric properties of a team relating to innovation and change. |
| Benefits | **Pros**   * Looks at a wide range of factors of team climate. * Easy to follow. | **Pros**   * Easy to follow and relatively short. * Questions are measuring psychometric factors which are relevant to teams undergoing change | **Pros**   * Comprehensive list of activities for high quality care and long-term condition management * Could potentially be used as a “gold standard” example of tasks for general practice | **Pros**   * Wealth of data to tap into (refer to report summaries) * Questions are easy to answer * Questions relate to the safety culture of a team | **Pros**   * Academically proven to work within a UK health context. * Extensive research into developing and validating this survey. * Questions are easy to answer. |
| Disadvantages | **Cons**   * Pulling research from various places can cause the overall survey to lose its integrity. * Not all the aspects of team culture have evidence to show how it relates to a team being effective under change. * Only 2 or 3 questions to measure some factors of team climate. * Too long. | **Cons**   * Arguable as to whether the questions attribute to what they are measuring (i.e.: causation) * Repetition in questions (e.g.: hierarchy in the practice is not a barrier to effective working VS Team members feel free to question the decisions of those with more authority) | **Cons**   * More focused on activities, less around team climate * The detailed multiple-choice answers make it a very lengthy survey. | **Cons**   * More focused on safety culture than team culture implementing change and innovation | **Cons**   * Slightly lengthy |