Team Fitness Test

Rate each of the following statements as it applies to your team using the following rating scale:

This statement definitely applies to our team. 4
This statement applies to our team most of the time. 3
This statement is occasionally true for our team. 2
This statement does not describe our team at all. 1

Enter the score you believe appropriate for each statement beside the statement number on the Scoring Sheet.

  ___ 1. Each team member has an equal voice.
  ___ 2. Members make team meetings a priority.
  ___ 3. Team members know they can depend on one another.
  ___ 4. Our mandate, goals, and objectives are clear and agreed upon.
  ___ 5. Team members fulfill their commitments.
  ___ 6. Team members see participation as a responsibility.
  ___ 7. Our meetings produce excellent outcomes.
  ___ 8. There is a feeling of openness and trust in our team.
  ___ 9. We have strong, agreed upon beliefs about how to achieve success.
  ___10. Each team member demonstrates a sense of shared responsibility for the success of the team.
  ___11. Input from team members is used whenever possible.
  ___12. We all participate fully in team meetings.
  ___13. Team members do not allow personal priorities/agendas to hinder team effectiveness.
  ___14. Our roles are clearly defined and accepted as defined by all team members.
  ___15. Team members keep each other well informed.

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This statement **definitely** applies to our team. 4
This statement applies to our team most of the time. 3
This statement is **occasionally** true for our team. 2
This statement **does not describe** our team at all. 1

16. __ We involve the right people in decisions.

17. __ In team meetings we stay on track and on time.

18. __ Team members feel free to give their honest opinions.

19. __ If we were asked to list team priorities, our lists would be very similar.

20. __ Team members take initiative to put forth ideas and concerns.

21. __ Team members are kept well informed.

22. __ We are skilled in reaching consensus.

23. __ Team members respect each other.

24. __ When making decisions, we agree on priorities.

25. __ Each team member pulls his or her own weight.
Interprofessional Collaboration Scale\(^3\)
(Measures communication, accommodation and isolation)

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>The team has a good understanding about their respective responsibilities.</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>2.</td>
<td>Team members are usually willing to take into account the convenience of individuals when planning their work.</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>3.</td>
<td>I feel that patient treatment and care are not adequately discussed between and among team members.</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>4.</td>
<td>Individuals on the team share similar ideas about how to treat patients.</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>5.</td>
<td>Team members are willing to discuss individuals' issues.</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>6.</td>
<td>Team members cooperate with the way care is organized.</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>7.</td>
<td>Team members would be willing to cooperate with new, agreed upon practices.</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>8.</td>
<td>Individuals are not usually asked for their opinions.</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>9.</td>
<td>Team members anticipate when they will need others' help.</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>10.</td>
<td>Important information is always passed between and among team members.</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<td>11.</td>
<td>Disagreements within the team often remain unresolved.</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>12.</td>
<td>Some individuals think their work is more important than the work of others on the team.</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>13.</td>
<td>Some individuals would not be willing to discuss new practices with other team members.</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

IPC-C (Communication), IPC-A (Accommodation), IPC-I (Isolation)

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\(^3\) Kenaschuk C, Reeves S, Nicholas D, Zwarenstein M. Validity and reliability of a multiple-group measurement scale for interprofessional collaboration. *BMC Health Services Research* 2010:10.