

# Effective Team Dynamics

Team dynamics refer to communication and behaviours that occur in the context of the interprofessional practice (Arnold & Underman Boggs, 1999). In other words, team dynamics are about “how” your team does things. Good team dynamics are essential for interprofessional interaction.

Below is a check list that you can use to assess how well your team functions. The characteristics are things you can look for in your team to determine if they are present or not. Your team is functioning at a high level when many or all of these characteristics are present. For those characteristics that are not present, you may want to reflect upon why not, individually and with the rest of the team, to identify opportunities for growth.

## Checklist of Considerations for Assessing Team Dynamics

Present		Characteristic
Yes	No	
		Informal climate, comfortable, relaxed.
		Clear well defined team goals to which all team members are committed.
		Clear action plan. Team members accept assignments and follow through on commitments.
		Positive interdependence of team members in achieving these goals.
		Open communication of ideas and feelings. All members participate in sharing and listening; interpersonal effectiveness in team relations.
		Shared leadership.
		Consensus decision-making procedures.
		Comfortable with disagreement and conflicts. Identified conflicts are well managed.
		Equality of power and influence.
		High team cohesion.
		High problem-solving strategies.
		Evaluation of team process and task functions to grow and improve.

(Johnson & Johnson, 1991; McGregor, 1960)

