

Cohesiveness

To assess your team cohesiveness, consider the following points about trust and commitment.

Present		Behaviours to look for
Yes	No	
		Individual Level Trust: <ul style="list-style-type: none"> • Conveying respect • Considering each team member's uniqueness • Showing warmth and caring • Using active listening • Using a warm, friendly voice • Using eye contact • Being flexible to the preferences of other team members • Being honest and open • Sharing complete information in timely fashion • Providing consistency • Following through on commitments
		Contractual Trust: <ul style="list-style-type: none"> • Managing expectations • Keeping agreements • Encouraging win-win solutions that meet needs of all • Ensuring consistency
		Communication Trust: <ul style="list-style-type: none"> • Sharing information • Admitting mistakes • Speaking directly to one another regarding issues and concerns (avoiding gossip) • Giving and receiving feedback
		Competence Trust: <ul style="list-style-type: none"> • Acknowledging team member's skills and ability • Involving others, seeking input • Helping team members learn new skills



Commitment:

- Having dedication, loyalty, consistency, reliability, cognitive understanding as well as a personal connection to the purpose of the team
- Believing in the goals and values of the organization/team
- Feeling empowered without feelings of sacrifice, obligation and victimhood
- Weighing and making sense of the varying levels of commitment each feels for their individual professions, the interprofessional team and the larger organization in which the team operates.

(Arnold & Boggs, 1999; Heinle, 2001; Henkin & Marchiori, 2003; Hodgson, 2006; Reina, Reina, & Rushton, 2007; Umiker, 1999)

