Interprofessional Competencies

To get started on building a team for interprofessional work, see where your team and organization are in terms of the following four interprofessional competencies and essential indicators: For more information, refer to **providing interprofessional education**.

1. Empowering team dynamics,

2. Productive dialogue,

3. Understanding how to work with diversity, and

4. Appreciation of professional roles.

Competency	Essential Indicators	Present	
		Yes	No
Empowering team dynamics	• Team members feel valued and accepted. • The work of the team is set out in clear well defined goals to which all team members are committed. • Team members are able to contribute based on their unique skills and knowledge. • There is a balance of power, shared problem-solving and decision-making and a seeking of win-win solutions. • All team members share responsibility for team actions and outcomes. • Mechanisms exist for evaluation and feedback surrounding group goal attainment.		
Productive dialogue	• There is open communication and trust. • Team members listen to each other and seek to understand situations from the point of view of others. • Team members are comfortable with disagreement. • There is effective conflict resolution.		

Understanding how to work with diversity	• The team has developed a shared understanding of work that includes the perspective of all disciplines represented. • Team members can identify the common ground shared by all team members, including a focus on patient-centered practice. • Team members share a sense of interdependence, that the work of any one supports the others and ultimately patient well-being. • Team members work together to assess, plan, provide and review care using case conferences and team meetings. • The work of the team is flexible in structure to allow for areas of role overlap. • Differences between professions are viewed as a source of strength and innovation for the team.		
Appreciation of professional roles	• Each team member is aware of own role, responsibilities and limitations and can clearly and succinctly communicate these to other team members. • Role, responsibilities and competence of each team member are valued and respected by others. • All team members display professionalism. • Team members have engaged in education and reflection to become knowledgeable about the differences in foci, perspective and values of each discipline, as well as common ground shared by all.		