Match of Team Processes to Interprofessional Care Competencies

Questions to consider when investigating the match of identified needs to requirements of interprofessional care (CNA, 2006):

• How is the interprofessional team care delivery model able to meet identified health needs in your patient population? It is unlikely that moving to a new care model will be a panacea for all health needs identified, so along with explicitly outlining why it makes sense to move to interprofessional team-based care, also outline its short-comings for your team and keep this list as "issues for growth".

• How will the roles and responsibilities of health care providers need to change to implement interprofessional care? How will health professionals who have overlapping scopes of practice identify their commonalities and address them? What type of administrative strategies will be needed to help the team make the transition?

• Is there a need for training current team members who are not working to their full scope or bringing on board new health professional disciplines who could help to address any gaps? What is the right mix of health care providers for your interprofessional team?

• Do your patients, stakeholders and community accept and support an interprofessional care model? Are they aware of what interprofessional team-based care will mean for their health services?

• What training, education, or background work need to be done in terms of each of the four interprofessional competencies to ensure the team meets these interprofessional requirements?

• What are the unique barriers specific to your agency for implementing interprofessional team-based care? How can these be addressed?

Diversity is Required to Support Innovation

When thinking about your skill mix on your interprofessional team, it may be helpful to consider that diversity in skills and personalities are supportive of innovation, such as a transition to a new care delivery model. MacPhee (2007) describes how, in terms of innovation, early to late adopters are required in a team to support innovation. It is noted, however, that a critical mass of innovators, early adopters and early majority (15-20% of group) is required to provide the needed momentum towards adopting innovation (MacPhee, 2007).

Rate of Innovation Adoption	Description
Innovators (2.5%)	Up on the latest knowledge/technology and see opportunities. Often well connected to sources outside the organization or group.
Early adopters (13.5%)	Leaders in the group who view change as an opportunity to improve, grow and learn. Well connected within the organization: act as opinion leaders, inspiring others to follow as well as having the authority to begin formal implementation efforts.
Early majority (34%)	The followers who take these new ideas and apply them to their work. The successful pilots of the early majority build evidence that the innovation is a valuable improvement to the work of the group.
Late majority (34%)	Have a wait and see attitude. Will adopt innovation when they see it works in their area, demonstrated by early majority.
Traditionalists (16%)	People who accept the innovation when it becomes the accepted operating procedure.

Team diversity also supports innovation as long as team members are integrated in their work, i.e. share some overlapping knowledge and skills required to have shared goals and objectives (MacPhee, 2007).