

### APPENDIX 3. Assessing Learning in an IPHC Team

| Dimension                                              | Factors                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Rating*   |
|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Group Dynamics within the Team                         | <p><i>Please select the degree to which the team was able to...</i></p> <ul style="list-style-type: none"> <li>communicate effectively</li> <li>develop a climate of mutual respect</li> <li>develop a climate of trust</li> <li>identify the problem/outcome to be addressed</li> <li>establish clear roles</li> <li>develop a climate of inclusiveness</li> <li>incorporate contributions from all team members</li> <li>resolve ineffective team processes</li> </ul> | 1 2 3 4 5 |
| Individual Team Members' Personal Knowledge and Skills | <p><i>Please select the degree to which the team member was able to...</i></p> <ul style="list-style-type: none"> <li>communicate effectively</li> <li>demonstrate knowledge of team function</li> <li>listen actively</li> <li>demonstrate knowledge of other professions</li> <li>demonstrate professional competence</li> <li>negotiate conflict effectively</li> </ul>                                                                                               |           |
| Organizational Dynamics                                | <p><i>Please select the degree to which the organization...</i></p> <ul style="list-style-type: none"> <li>promotes a culture of safety (not blame)</li> <li>provides opportunities to work and grow in teams</li> <li>promotes learning</li> <li>provides effective infrastructure</li> <li>provides incentives, recognitions, and rewards to promote interprofessional collaboration</li> <li>promotes innovation</li> <li>provides role models</li> </ul>             |           |
| Individual Team Members' Personal Attributes           | <p><i>Please select the degree to which the team member was...</i></p> <ul style="list-style-type: none"> <li>respectful</li> <li>open to learning</li> <li>committed</li> <li>open to feedback</li> <li>cooperative</li> <li>flexible</li> </ul>                                                                                                                                                                                                                        |           |
| Task Properties                                        | <p><i>Please select the degree to which the task incorporated...</i></p> <ul style="list-style-type: none"> <li>active engagement and practice</li> <li>mechanisms for communication</li> <li>instruction on team process</li> <li>patient-centered focus</li> <li>development of feedback skills</li> <li>development of conflict negotiation skills</li> <li>feedback on performance</li> <li>role negotiation skills</li> </ul>                                       |           |

\*Each factor is rated using a 5-point Likert scale (very low=1, low=2, medium=3, high=4, very high=5) or could not assess.