

Team Climate Assessment Measurement (TCAM) Questionnaire

A few general points about this questionnaire

- Selected questions have been taken from the original TCAM questionnaire developed by National Health Service.
- The purpose of this questionnaire is to help identify where teamwork is evident and where improvements can be made.
- All responses are anonymous; however, if you feel you would like to discuss the questionnaire and/or your specific responses please talk to your manager.
- This is not a test. There are no “right” or “wrong” answers.
- The questionnaire aims to collect personal views – please be honest in answering the questions.
- The questionnaire should take about 10–15 minutes to complete
- The questionnaire will be collated by an independent person, a collated report will be sent to the practice management (first GP owners in most cases).

How to fill in the questionnaire: Please mark the box most applicable to your opinion.

*** Please enter the name of your practice**

Team Climate Assessment Measurement (TCAM) Questionnaire

Section 1 - About the Characteristics of Your Team

The following statements describe certain features and characteristics that may be present in a work team.

* 1.1 Task Reflexivity

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. The team often reviews the practice objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. We regularly discuss whether the team is working effectively together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. In this team we are flexible and modify our objectives in changing circumstances.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. We often discuss how well we communicate information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Job roles are clear and the lines of decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

* 1.2 Participative Trust and Safety

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. Mistakes by team members are raised in a constructive manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Members of this team are able to bring up problems and tough issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. It is easy to ask other members of this team for help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I am encouraged by other team members to report any patient safety concerns I might have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

Team Climate Assessment Measurement (TCAM) Questionnaire

Section 1 - About the Characteristics of Your Team (cont'd)

The following statements describe certain features and characteristics that may be present in a work team

* 1.3 Team Learning Behaviour

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. We regularly take time to consider ways of improving our team's work processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. This team frequently seeks new information to provide best practice care or work practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Different points of view are respected and listened to within the group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

* 1.4 Individual Development

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. Individual learning and professional development is supported by the team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My team provides me with useful ideas and practical support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Team members share their knowledge and learning on a regular basis with the team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Initiative and innovation is common among team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

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Section 1 - About the Characteristics of Your Team (cont'd)

The following statements describe certain features and characteristics that may be present in a work team

* 1.5 Inter-TEAM Credibility

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. I am comfortable accepting procedural suggestions from other team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Input from junior members of the team about patient care and safety is listened to in the team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I have confidence in the skills and expertise of my team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

* 1.6 Interdisciplinary Teamwork

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. Team members are aware of and utilise resources cost effectively to achieve enrolled population targets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. There is a high level of co-operation and trust between different work groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Professional groups are able to raise with each other in a respected manner suggestions about patient care and safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. The practice team meets regularly to discuss team work and shared objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

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Section 1 - About the Characteristics of Your Team (cont'd)

The following statements describe certain features and characteristics that may be present in a work team

* 1.7 Regular Contact

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. We hold group meetings regularly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Group meetings include learning, quality improvement, patient safety and issues relating to the group or work processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Group members feel comfortable to raise issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

* 1.8 Mutual Trust

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. There is trust and friendliness among group members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. We support each other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

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Section 1 - About the Characteristics of Your Team (cont'd)

The following statements describe certain features and characteristics that may be present in a work team

* 1.9 Team Efficacy

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. Individuals in this team have the skills needed for good team work in service or patient safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. There is good work ethic within the team where all members share the workload equally and can be relied on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

* 1.10 Team Stability / Longevity

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. There is good morale in this team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. There is low turnover of staff in this team due to work satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

* 1.11 Shared Leadership and Leadership Clarity

	Strongly Disagree	Slightly Disagree	Neither Agree nor Disagree	Mostly Agree	Strongly Agree
1. There is a very clear leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. There is no conflict over who leads the team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Team members take initiatives to promote shared motivation and commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Team members take initiatives to constructively resolve problems or conflicts that develop among members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Team members support and assist learning for new team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

Team Climate Assessment Measurement (TCAM) Questionnaire

Section 2: About the Team

This part of the questionnaire asks for details about you and your work

Is your role...

- Clinical
- Non-clinical

Are you a...

- Manager
- Non-manager

* Position in practice primary team

- GP
- Nurse
- Practice Manager
- Admin
- Reception
- Allied Health

Other (please specify)

*** Hours Worked / Week**

Full Time

Part Time

Casual

Locum

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Any Other General Comments