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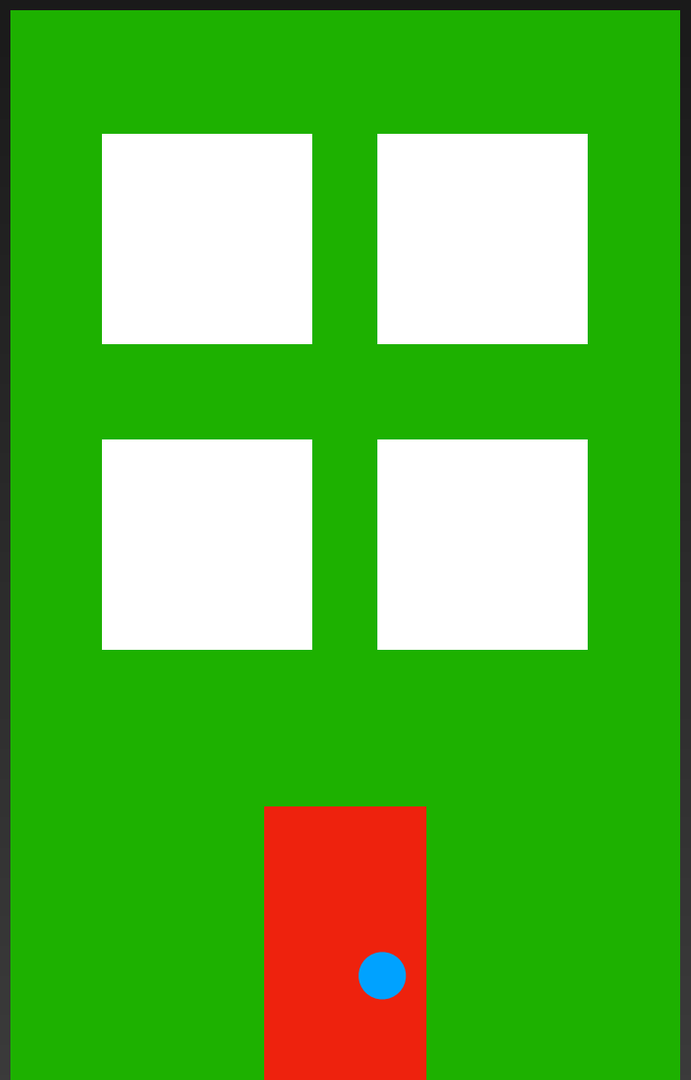


Group Work in Organizational and Community Settings

Part II

Agenda

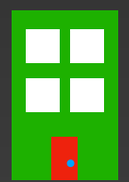
Plan for Class

Multidisciplinary, interdisciplinary, and transdisciplinary

Characteristics of a team

Being a good team member

Competencies for interdisciplinary teamwork



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Disciplinary Perspectives

A Type of Progression

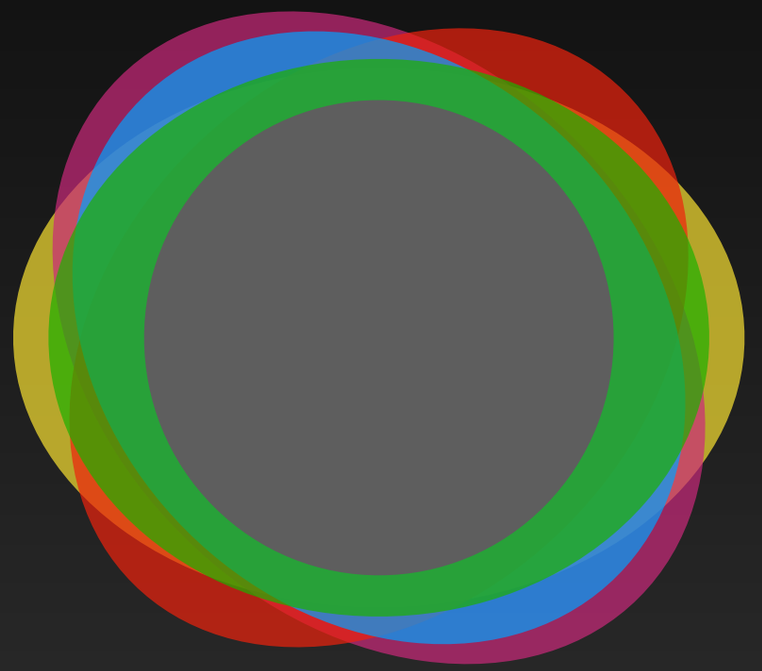
multidisciplinary

Multidisciplinarity draws on knowledge from different disciplines but stays within their boundaries

interdisciplinary

Interdisciplinarity analyzes, synthesizes and harmonizes links between disciplines into a coordinated and coherent whole

transdisciplinary



Transdisciplinarity integrates the natural, social and health sciences in a humanities context, and transcends their traditional boundaries

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(Choi & Pak, 2006)

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Local Examples

of multidisciplinary or interdisciplinary groups

Photo by Antenna on Unsplash

Definition of a Team

What is included in a team

- Different Disciplines
- Common Purpose
- Professional Perspectives
- Client and Family Integration
- Active Communication
- Expertise-Based Roles
- Collaboration

(Abramson, 2002)

Characteristics of a "good team"

as identified by team members

- Good communication
- Respecting/understanding roles
- Appropriate skill mix
- Quality and outcomes of care
- Appropriate team processes and resources

Characteristics of a "good team"

as identified by team members

- Clear vision
- Flexibility
- Leadership and management
- Team culture
- Training and development opportunities

Characteristics of a "good team"

as identified by team members

- External image of the service
- Personal attributes
- Individual rewards and opportunity

THE
LEADER
IN YOU

Competencies
of an Interdisciplinary Team

1. Identifies a leader who establishes a clear direction and vision for the team, while listening and providing support and supervision to the team members.
2. Incorporates a set of values that clearly provide direction for the team's service provision; these values should be visible and consistently portrayed.

Competencies
of an Interdisciplinary Team

3. Demonstrates a team culture and interdisciplinary atmosphere of trust where contributions are valued and consensus is fostered.
4. Ensures appropriate processes and infrastructures are in place to uphold the vision of the service (for example, referral criteria, communications infrastructure).

Competencies
of an Interdisciplinary Team

5. Provides quality patient-focused services with documented outcomes; utilizes feedback to improve the quality of care.
6. Utilizes communication strategies that promote intra-team communication, collaborative decision- making and effective team processes.

Competencies
of an Interdisciplinary Team

7. Provides sufficient team staffing to integrate an appropriate mix of skills, competencies, and personalities to meet the needs of patients and enhance smooth functioning.

8. Facilitates recruitment of staff who demonstrate interdisciplinary competencies including team functioning, collaborative leadership, communication, and sufficient professional knowledge and experience.

Competencies
of an Interdisciplinary Team

9. Promotes role interdependence while respecting individual roles and autonomy.

10. Facilitates personal development through appropriate training, rewards, recognition, and opportunities for career development.