



The Team Climate Inventory as a Measure of PC Teams' Processes

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CAHSPR, Vancouver May 26-29 2013

Background



- Team-based care: key feature of highly performing PC settings
- Team Climat Inventory (TCI) one the few team processes measures validated and associated with positive outcomes
- TCI identified as one of the 24 priority PC indicators by Canadian health care providers
(Pan-Canadian Primary Health Care Indicators Update Report, CIHI 2012)

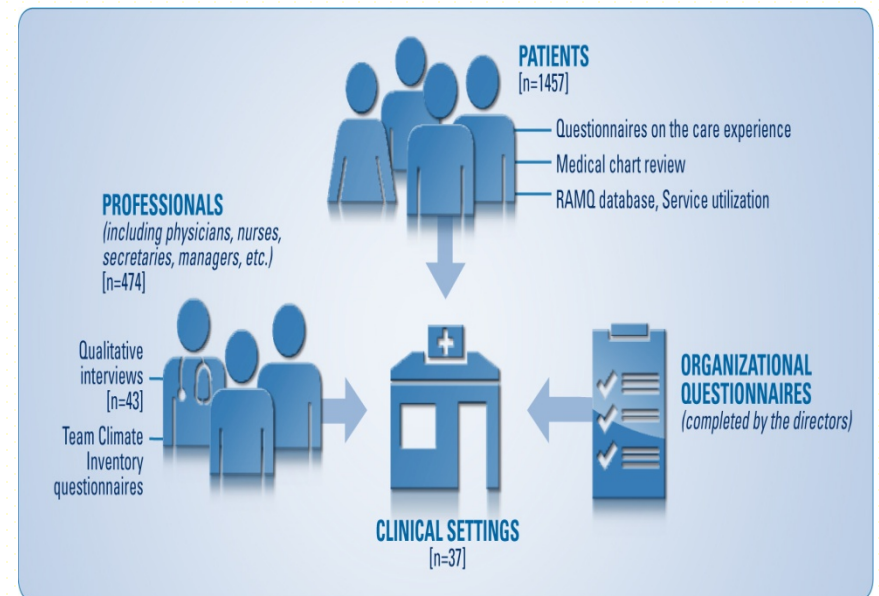
Objectives



1. Evaluate the psychometric properties of the French version of the short 19-item TCI
2. Explore the contributions of individual and organizational characteristics to perceived team effectiveness.

Overview of the methods

- Population:
 - 471 family physicians, health care professionals and administrative staff working in a random sample of 37 PC settings
- Independent variables
 - Organizational questionnaire (vision, governance, resources and practices)
 - Individual characteristics (age, sex, professional status)



The TCI



- 4 scales:
 - Participative safety (6 items; 5-pt Likert)
 - Support for innovation (5 items; 5-pt Likert)
 - Clarity of objectives (4 items; 7 pt-Likert)
 - Task orientation (4 items; 7 pt-Likert)
- Global score ranges between 4 and 24, higher values indicate better functioning

Analysis



- Test re-test of the French traduction; readability statistics
- Exploratory factor analysis
- Reliability: Cronbach's alpha
- Latent Class Analysis and Latent Class Regression

Practices' characteristics

Practices' characteristics	N (%) or m (SD)
Organizational model [N (%)]	
• Community primary care centres	9 (24.3%)
• Traditional fee-for-service	12 (32.4%)
• Family medicine groups (FMGs)	16 (43.2%)
Governance model [N (%)]	
• Professional	25 (67.6%)
• Community	12 (32.4%)
Practice size (number of physicians) [m (SD)]	7.0 (2.7)
Sharing of clinical activities among physicians [N (%)]	
• Mostly all physicians share clinical activities	30 (81.1%)
• Some or none of the physicians share clinical activities	7 (18.9%)
Presence of mechanisms for maintaining or evaluating competence at the practice [N (%)]	30 (81.1%)
Team climate inventory (TCI) [m (SD)]	
• Participative safety	3.8 (0.4)
• Support for innovation	3.7 (0.4)
• Clarity of objectives	5.2 (0.5)
• Task orientation	4.7 (0.6)
• Overall TCI Score	17.4 (1.8)
Mean response rate per practice, percent [m (SD)]	77.8 (16.1)

Respondents' Characteristics

Role in the practice	Number contacted	Number responded	Response rate (%)	Respondents only	
				Age [m (SD)]	Female [n (%)]
Physician	260	192	73.8	48.0 (10.9)	87 (48.3%)
Other health professional	133	92	69.2	41.5 (10.1)	91 (91.9%)
Administrative staff	225	187	83.1	45.5 (10.7)	166 (94.9%)
Overall	618	471	76.2	45.6 (10.9)	344 (75.8%)

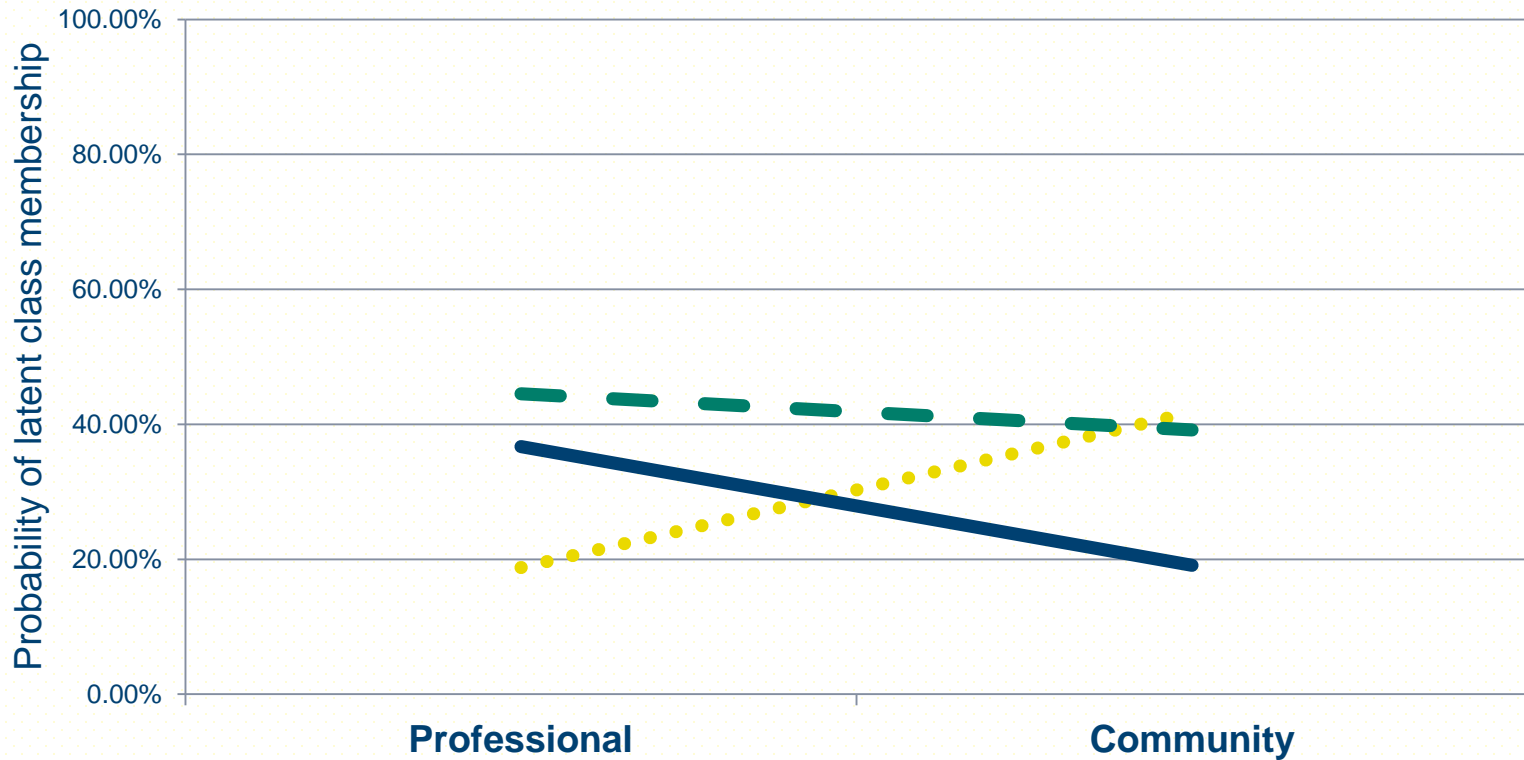
Cronbach's alphas of the French version compared to the original English one

TCI scales	Cronbach's α	
	French version	Original version
Participative safety	.88	.84
Support for innovation	.93	.81
Vision	.91	.86
Task orientation	.88	.84

Results of the LCR : governance model

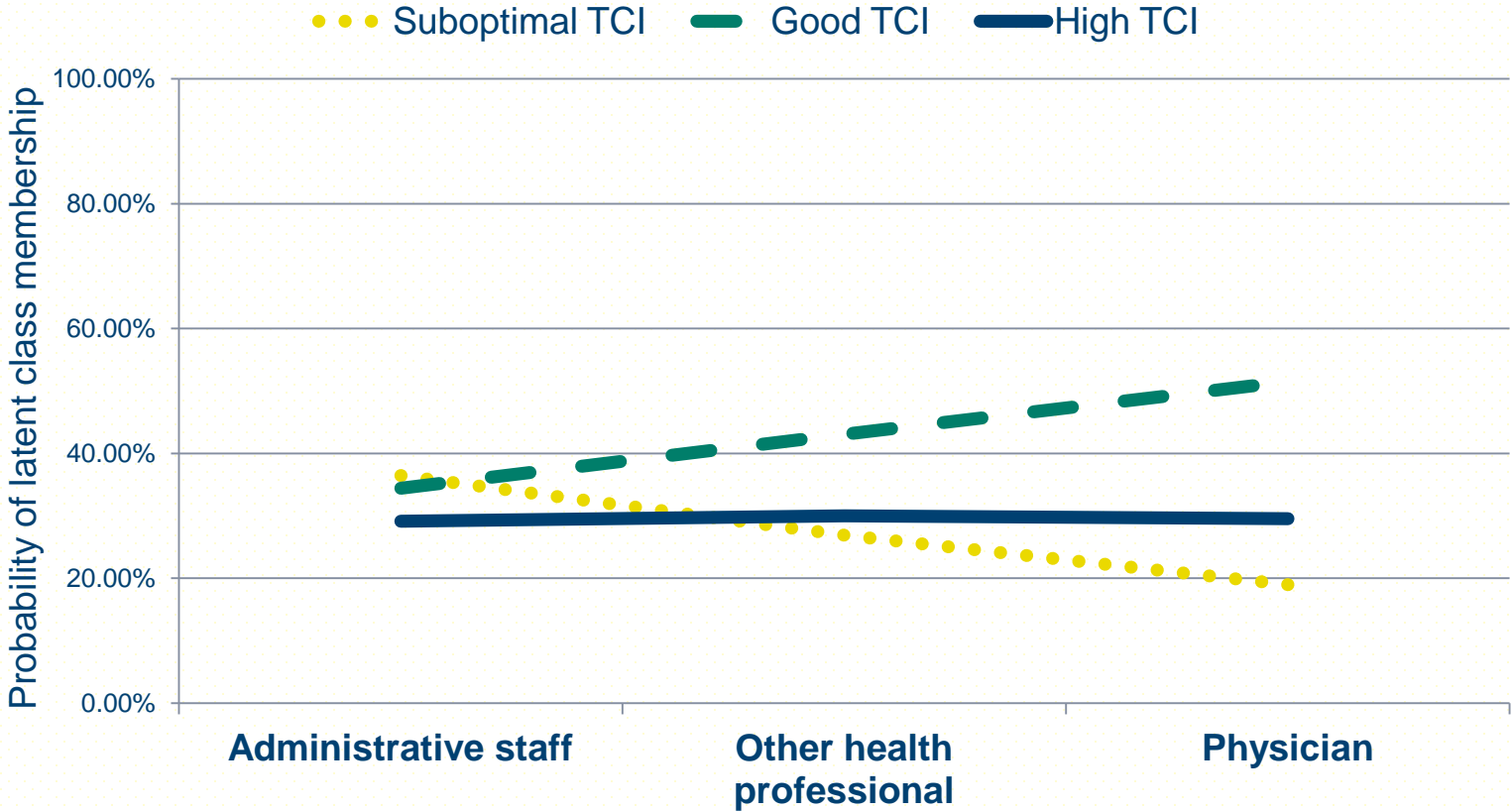
PC practices' governance model as a predictor of latent class membership for the overall TCI

●●● Suboptimal TCI — Good TCI — High TCI



Results of the LCR: professional roles

Respondent's role in the practice as a predictor of latent class membership for the overall TCI



Conclusion



- Results confirms that validity of our French version of the short 19-itemTCI
- The association between professional governance and better team climate merits further exploration
- Lower perceived level of engagement by administrative staff should raise questions