

Team Based Care (TBC) Readiness Tool

Purpose

The purpose of this readiness tool is to determine if there are supports to enhance the team's success in moving forward with implementing team-based care* (TBC).

How to use the Readiness Questionnaire

All team members, if available, should individually fill out the questionnaire. If in doubt as to how to answer a question, please contact your Practice Support Program (PSP) coach.

The questionnaire will take each individual approximately 10-15 minutes to complete.

Once complete, team members will forward their results to the PSP Coach. The PSP Coach will anonymize and summarize the data.

Your PSP Coach will coordinate a team meeting where the team will share and discuss the results as a group. This discussion is intended to yield two important results:

1. By comparing results, the team can share assumptions and come to a common understanding about the organization and team members' readiness for change.
2. Your team can discuss and agree on where to focus your initial efforts to increase your success on your TBC journey.

Please note, this tool will not measure where your team is in the process of implementing Team Based Care. To assess your current state in implementing team based care please ask your PSP Coach about the TBC PMH questions.

Confidentiality

The PSP Coach will keep all responses to the questionnaire confidential and will not share individual responses. The sole purpose and use of the questionnaire is for the team review. The PSP Coach will shred the individual questionnaire retaining only the summarized results for the team's future use.

Clinic Information

Please provide the following information

Role:

Clinic Name:

Is your team is co located, virtual, or a blend of both:

Please choose your response from the drop-down options :

Organizational Change Readiness Questions	Response
There is a manageable degree of change going on in our clinic right now.	
To date, we have had very positive experiences with implementing change in our clinic	
We have processes in place to ensure team members are informed of clinic changes.	
We have processes in place to ensure team members can discuss how clinic changes affect them	
We have processes in place to ensure patients are aware of how clinic changes will affect their care.	
We have processes in place to ensure patients can share how clinic changes affect them	
Our team enters data in the EMR in a standardized way	
Our team uses the EMR to engage in proactive disease registry management.	
Our team uses our EMR data to anticipate and plan for our populations emerging needs.	
We regularly assign leaders to oversee changes in our clinic	
Our team consistently assigns tasks to the person best suited for the work	
I know what tasks and responsibilities are assigned to my peers	
I feel comfortable speaking up, sharing ideas, giving input, or asking questions within my team	
I have received cultural sensitivity training	

TBC Project Change Readiness Questions	Response
I am committed to moving our clinic towards being a Patient Medical Home.	
I am actively promoting the Patient Medical Home attributes within our clinic.	
My team meet once a month or more to discuss patient care	
I have a vision for my practice related to implementing TBC	
The intent for our care team is to develop shared care plans with our patients	
Have you identified a TBC primary sponsor within your team	

<i>TBC Project Change Readiness Questions</i>	<i>Response</i>
What stage(s) of implementing team based care is your team currently at	

Thank You.

*“Multiple health care providers from different professional backgrounds work together and with patients/clients, families, caregivers and communities to deliver comprehensive health services across care settings. Effective teamwork is a critical enabler of safe, high quality care and supports a patient’s ongoing relationship with their primary care provider (a family physician or nurse practitioner).” Ministry of Health, Team-Based Care Policy Draft, 2020 July.