

What are the 7 Elements?

Through 30+ years of experience, we've identified what we call "The 7 Elements of High Performing Healthcare Teams." It's these universal traits that inform our team development tool and make it so effective.



Cohesiveness is the collective commitment to achieving team goals with clearly defined roles and priorities.



Climate refers to how respectful, honest and open the work environment is and the level of trust within.



Shared Leadership requires members to be self-directed, involved in decisions and considerate of their peers.



Change Compatibility relates to the team's overall receptiveness to change and their ability to implement it.



Shared Learning is the amount that team members can reflect, provide feedback and learn from past experiences.



Team Members' Contribution measures the degree of individual team member initiative and contribution.



Open Communication refers to a team's ability and freedom to speak openly and respectfully with one another.

The 7 Elements Exercise.

Our “7 Elements of High Performing Healthcare Teams” define the characteristics that separate exceptional healthcare teams from the rest.

These questions, based on those elements, will preview our team assessment and development tool designed to spark action and real change in your healthcare team.

We suggest working through one question a month as a group to spark dialogue and ensure that teamwork and delivery of care are priorities and stay top of mind.

COHESIVENESS

How does our team define success?
What would you say are the top three priorities in achieving that success?

HEALTHY CLIMATE

What does our team need to do better to ensure that we have a supportive and collaborative culture?

SHARED LEARNING

What can we do better to identify and capitalize on opportunities to learn from one another?

CHANGE COMPATIBILITY

How can our team respond more productively to change, even when we may not all agree with the change?

SHARED LEADERSHIP

In which ways do you think we could improve the sense of shared accountability within our team?

TEAM MEMBERS' CONTRIBUTION

Complete the following sentence: “In order to be a better team, each and every one of us needs to _____.”

OPEN COMMUNICATION

If there was one area to improve communication in our team, what area would that be and how would you improve it?

Go to HealthcareTeamFitnessTool.com to learn more about our team assessment and development tool designed specifically for healthcare teams.