

Working in teams in Health and Social care

- Professional development within Health and Social Care
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What is working in teams?

Working in teams means:

- Working towards a shared goal
- Respecting each other's roles
- Communicating effectively
- Sharing information
- Supporting one another
- Providing person-centred care



Why is teamwork important?

Benefits of teamwork

- Improves patient safety by reducing errors
- Encourages effective communication
- Supports better decision making
- Provides higher quality person-centred care
- Reduces stress for staff by sharing responsibilities



Practical example

Child admitted to the hospital with asthma

The healthcare team includes:

- Children's nurse – monitors and cares for the child
- Doctor – diagnoses and plans treatment
- Pharmacist – checks and provides medication safety
- Physiotherapist – supports breathing and recovery if necessary
- Parents or carers – share information and support decisions



Child with asthma



Children's Nurse



Doctor



Pharmacist



Physiotherapist

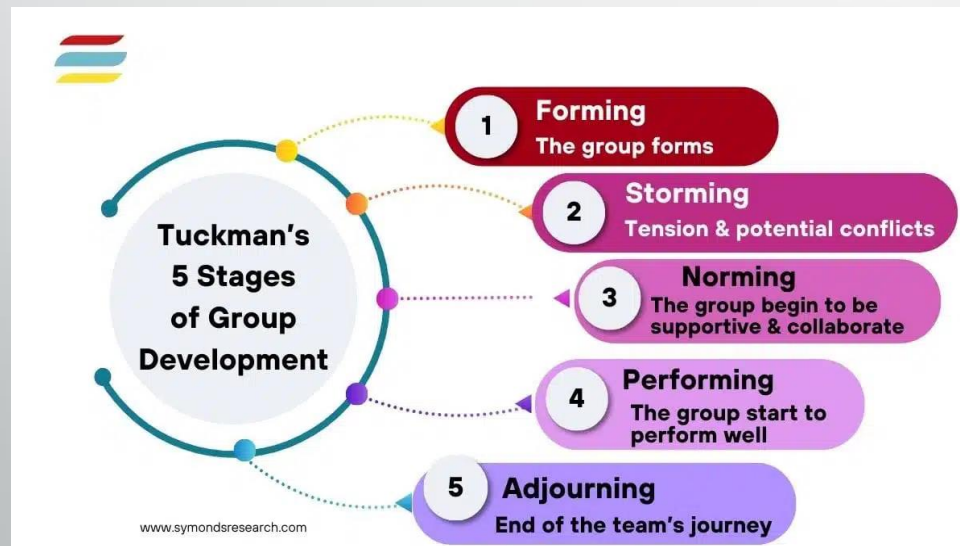


Parents/Carers

Tuckman's model

Tuckman's stages of team development

- Forming
- Storming
- Norming
- Performing
- Adjourning
- Teams move through these stages as they develop trust and work more effectively together



Tuckman's Model as a Roadmap to Team Development



Forming

Get acquainted with your team members. Together, develop an understanding of the project scope and use a team charter to identify and establish your shared expectations, roles, and responsibilities.



Storming

As you start to share ideas and explore options, you may also encounter disagreements, and team conflicts may arise. The key to success is to handle conflict constructively and to compromise.



Norming

Refocus on established team ground rules. Use meaningful communication to resolve conflict. Once members learn to work together, you will start to see progress. Consider using a Gantt charts to help keep everyone on track.



Performing

During the performing stage, there is synergy among the team members as they work interdependently and the roles start to become more fluid. At this point, you will find your team making significant progress.

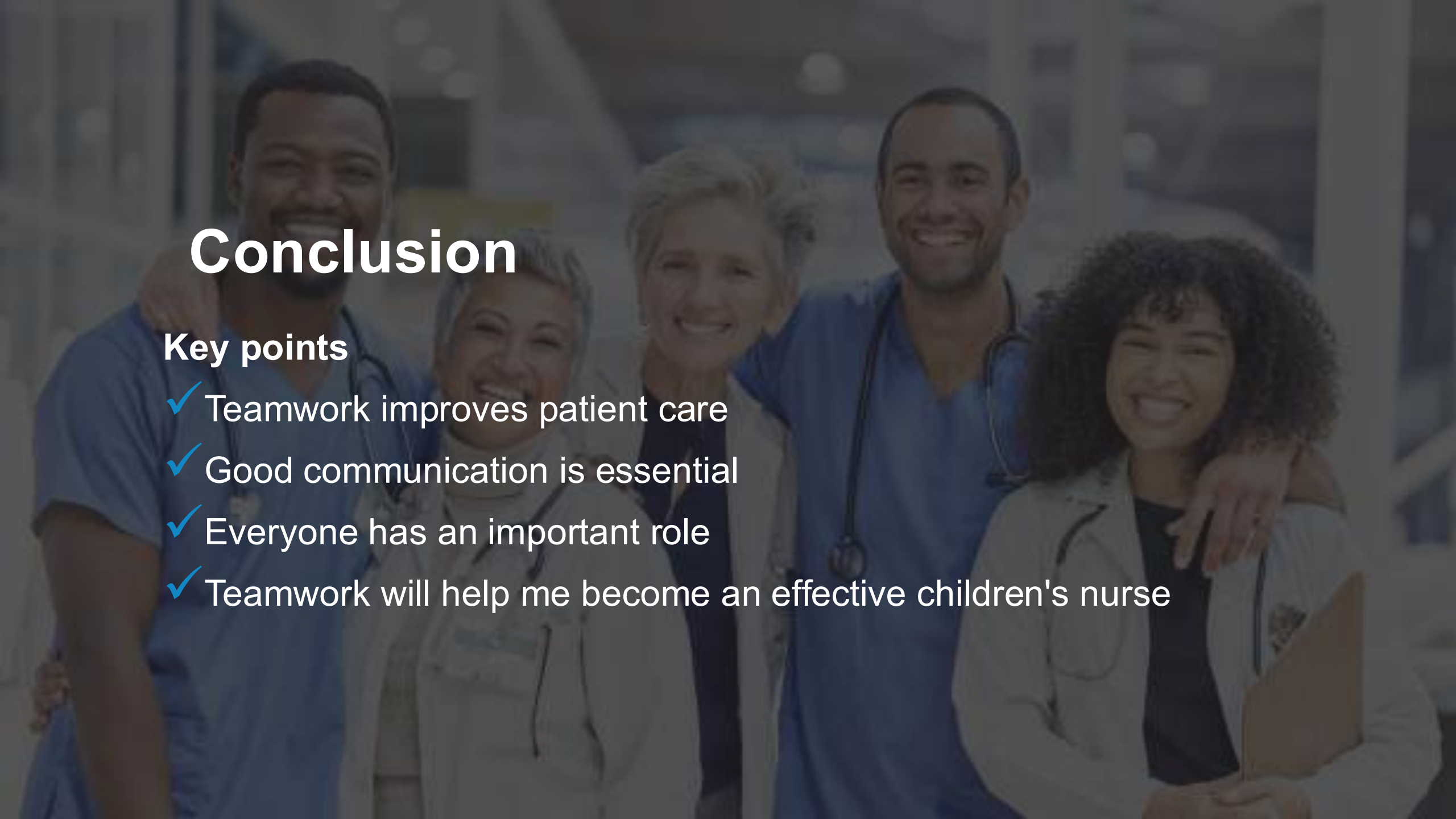


Adjourning

Before saying goodbye, ensure that all remaining work has been completed and submitted. Make time to celebrate your accomplishments, reflect on your experience, and remember to acknowledge everyone's contributions.

Note: A team may need to move back to a previous stage or spend more time in a given stage depending on circumstances and the nature of the team.

Reference: Technical Writing Essentials: Introduction to Professional Communications in the Technical Fields. <https://pressbooks.bccampus.ca/technicalwriting/>
<https://www.yorku.ca/health/project/pat/>



Conclusion

Key points

- ✓ Teamwork improves patient care
- ✓ Good communication is essential
- ✓ Everyone has an important role
- ✓ Teamwork will help me become an effective children's nurse