

LCHS4009

Professional Development within Health and Social Care

The Importance of Teamwork in Health
and Social Care: Application of
Tuckman's Model

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Introduction



Working in teams is a key professional skill in health and social care, enabling collaboration across disciplines to deliver safe, effective, and person-centred care while supporting both service users and staff.



This presentation explores the meaning and importance of teamwork, its application in practice, and provides a practical example demonstrating improved care outcomes, supported by Tuckman's model of team development.



Chosen Skill Work in Team



Working in teams involves individuals with different roles, skills, and responsibilities collaborating towards shared goals in a health and social care context.



Effective teamwork requires communication, cooperation, trust, and respect, ensuring coordinated care and reducing errors (Coronado-Maldonado and Benítez-Márquez, 2023).



Without strong teamwork, care can become fragmented, leading to poor outcomes for service users and increased stress for professionals.



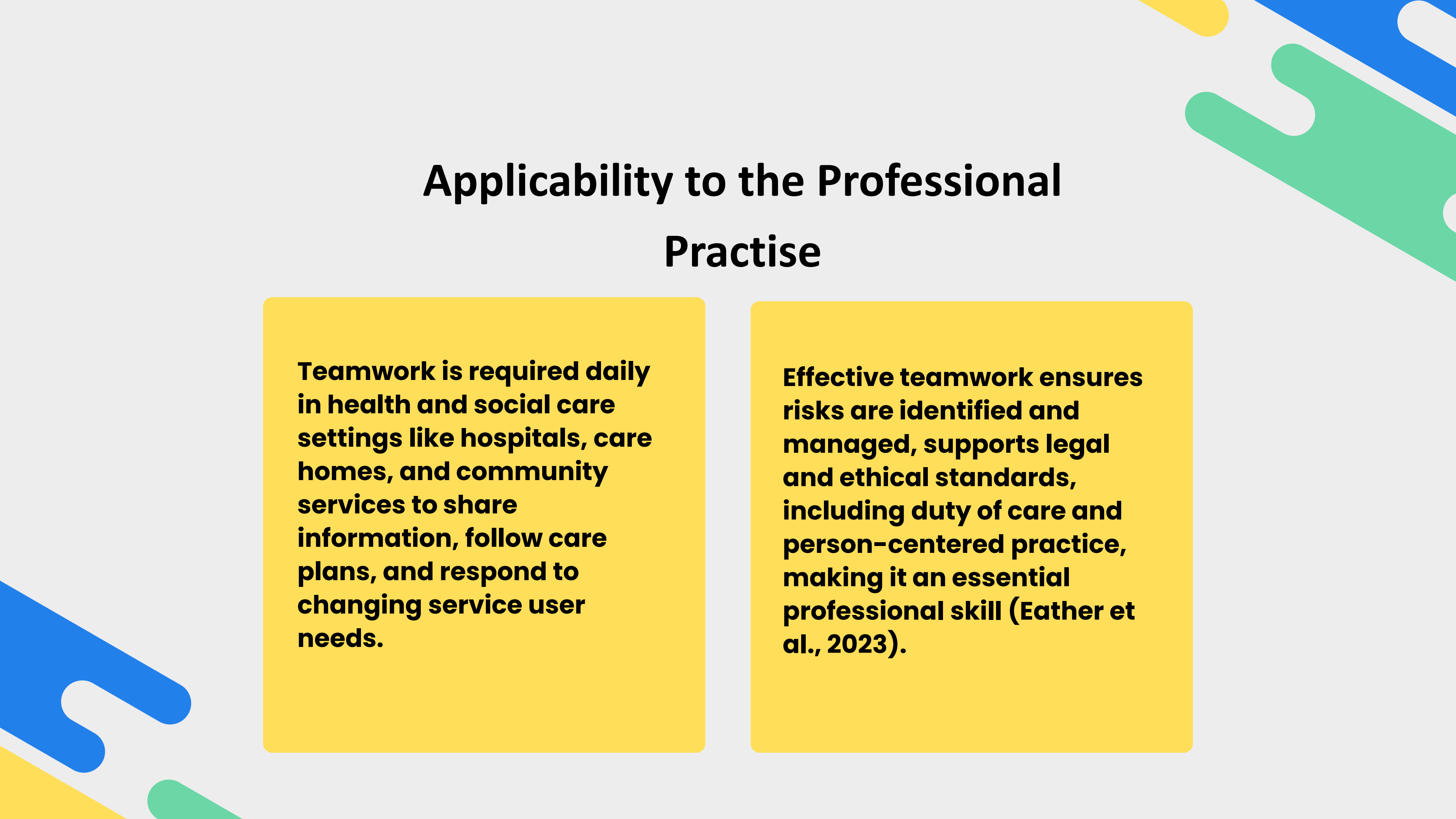
Importance of team working in Health and Social Care

Teamwork is essential in health and social care, as no single professional can meet all service users' physical, emotional, and social needs.

Effective teamwork improves clinical outcomes, service user satisfaction, staff well-being, and reduces burnout by sharing responsibilities and supporting coordinated care (Arslan et al., 2022).

Teamwork fosters knowledge exchange, reflection, and learning among staff, enhancing problem-solving, decision-making, and creating a culture of safety and trust (West and Borrill, 2023).





Applicability to the Professional Practise

Teamwork is required daily in health and social care settings like hospitals, care homes, and community services to share information, follow care plans, and respond to changing service user needs.

Effective teamwork ensures risks are identified and managed, supports legal and ethical standards, including duty of care and person-centered practice, making it an essential professional skill (Eather et al., 2023).



Applying Tuckman's Team Development Model



Tuckman's model explains team development through five stages: forming, storming, norming, performing, and adjourning, helping teams grow and adapt.

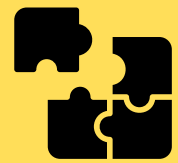


Understanding team stages allows managers and staff to provide appropriate support, manage conflict, and improve collaboration in health and social care (Zirar et al., 2025; Porter and Rees, 2025).

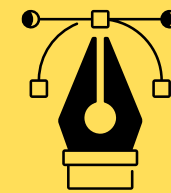


Applying Tuckman's model encourages reflection, continuous improvement, and enhances both staff development and quality of care delivered to service users.

Teamwork in Practice



Teamwork supports elderly residents with mobility issues and dementia in care homes.



DESIGN

A multidisciplinary team includes nurses, care assistants, physiotherapists, and social workers (Rowan et al., 2022).



Effective communication and shared decision-making ensure consistent, person-centred care delivery.



Teamwork improves resident safety, dignity, and overall quality of life.

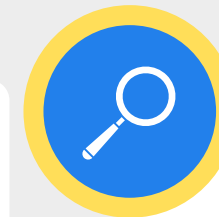
Advantages and disadvantages of teamwork



Teamwork improves care quality, reduces errors, and increases staff morale in health settings



Challenges include communication breakdowns, role confusion, and conflicts, which can be managed effectively (Edelmann et al., 2023).



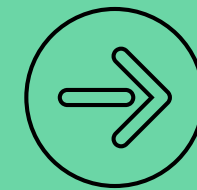
Open communication, leadership, and mutual respect help teams overcome challenges and work efficiently.



Conclusion



Teamwork is essential in health and social care, enabling safe, effective, and person-centred care.



Applying Tuckman's model demonstrates teamwork's importance, relevance, and practical application in real-world settings.



Developing teamwork skills improves service user outcomes, workplace relationships, and meets professional ethical standards.

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