

PROFESSIONAL CAREER DEVELOPMENT WITHIN H&A



Name: Teresa Nadine Francisco Da Cruz

Student ID: 2440007

Module Number: LCHS 4009

Lecturers Name: Amitave Bank



INTRODUCTION (WORKING IN TEAMS)

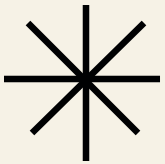
Team work is the collaborative effort of a group of individuals to achieve a shared objective in the most efficient way. (Mathur ,2025)

Through my life, i have developed the skill off working in teams. I have often had to work things out with my siblings dividing the days of the week equally so that each sibling had a day to wash the dishes and do other domestic chores. This action helped me to team work it also taught me that team work gets things done in an organised and efficient way.

How is team work used in our everyday lives?

- Team work shows up in our everyday lives with our families, at university, at work and friends
- Team work can also be seen in social situations, like planning trips or organizing an event.
- Team work can also be seen In public settings, the way we follow systems like waiting in traffic, forming queues or helping a homeless person

IMPORTANCE OF TEAM WORK IN PROFESSIONAL PRACTICE



IMPORTANCE OF TEAM WORK IN PROFESSIONAL PRACTICE

Team work in health and social care is about people working together to support someone's health and well being, it includes doctors, nurses, carers, therapists and social workers.

Key benefits:

- Collaborative teams such as multidisciplinary teams include a wide variety of professionals working together to provide safe person centered care. This strongly benefits women during pregnancy and child birth.
- Person centered team work focuses on the individuals needs which leads to better communication with patients and tailored care plans to suit each individuals care. (Scarlett,2026)
- When staff work as a team they communicate clearly and regularly, this helps everyone to understand each other clearly and prevents miscommunication. (NHS England, 2023)
- If tasks are shared and divided equally then more work can be completed faster meaning the staff wont be overworked.
- When teams efficiently work together the organisation is most likely to deliver higher quality care or services.
- Teamwork helps ensure procedures, safeguarding and practices are followed correctly this helps the organisation meet legal standards.

IF THIS SKILL IS NOT USED EFFECTIVELY THIS ARE SOME OF THE PROBLEMS THAT COULD OCCUR:

- **Employee engagement and team work have a huge impact on productivity, if a team isn't working together, doesn't have shared vision or shared responsibility this can negatively impact the workers (Alder,2025)**
- **Communication failures can negatively affect patient outcomes.**
- **Poor team work reduces quality of care**
- **No team work can cause dysfunctional team dynamics and this causes staff fatigue and exhaustion**



TUCKMAN'S MODEL

The Tuckman model was developed by Bruce Tuckman in 1965. It seeks to understand the dynamics of teams and how they develop. The model is based on four stages of team development. (personio,2024)

- Forming
- Storming
- Norming
- Performing
- Adjourning

Tuckman's model helps health and social care professionals understand how teams grow and work together. This model helps teams to prevent and manage conflict during the storming stage which most likely improves team communication. As the team moves into the norming and performing stage team members can feel comfortable to build trust and work better together this impacts everyone positively as the team will start to have better coordination of care and improved decision making which means the team will deliver safe person centered care.

APPLYING THIS SKILL IN PRACTISE

Role: children's social worker

Setting: social work team office

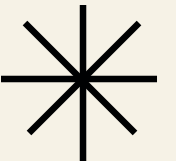
The situation: a teacher has submitted a referral about a child who has shown up to school with unexplained bruising the case has been allocated to me.

- I would use collaborative communication by contacting the teacher to gain more knowledge on the child.
- I would have meetings with my peers and manager to discuss the best strategy for the child if the child is being abused.
- The skill of team work will guide me to understand the teachers observations and to work with my team to come up with a safe strategy.
- The service user (the child) will feel supported and protected.
- The link between team work, the social worker and patient care is very important without everyone's input the child situation could have been over looked



HOW DOES THIS SKILL SUPPORT MY FUTURE CAREER

- Team work is important in social work because it's a job that requires someone that can work with different people such as police, schools, health professionals and many more.
- Team work in social work allows peer supervision which prevents biased decision making.
- Social work is a job that can't be done solo i will be the lead in "team around the child".
- Team work is a strength for me I am peaceful collaborator and understanding individual meaning ill work well with other health care professionals, children and my peers
- I want to develop my ability to manage disagreements within a team when I feel passionate about something ensuring that what's best for the child is always my main argument and not how I feel.



Works Cited

- Alder, Steve. "Effects of Poor Communication in Healthcare." *The HIPAA Journal*, 2 Apr. 2025, www.hipaajournal.com/effects-of-poor-communication-in-healthcare/. Accessed 23 Mar. 2026.
- Mathur, Srishti. "Simpplr." *Simpplr*, 29 Jan. 2025, www.simpplr.com/glossary/teamwork/. Accessed 19 Mar. 2026.
- Morgan, Melody. "The Role of Teamwork in Delivering Effective Health and Social Care Services." *Academy for Health & Fitness*, 14 Apr. 2025, uk.hfonline.org/the-role-of-teamwork-in-delivering-effective-health-and-social-care-services/. Accessed 22 Mar. 2026.
- NHS England. "Looking after Your Team's Health and Wellbeing Guide." *Www.england.nhs.uk*, NHS England, 2023, www.england.nhs.uk/long-read/looking-after-your-teams-health-and-wellbeing-guide/. Accessed 22 Mar. 2026.
- Personio. "Tuckman Model: Forming, Storming, Norming, Performing and Adjourning." *Www.personio.com*, 2024, www.personio.com/hr-lexicon/the-tuckman-model/. Accessed 23 Mar. 2026.
- Scarlett, Amelia. "Teamwork in Health and Social Care | Royal Open College." *Royal Open College*, 9 Jan. 2026, royalopencollege.org/blog/health-and-social-care/teamwork-in-health-and-social-care/. Accessed 22 Mar. 2026.
- Shannon, Amy. "What Do You Lose When Teamwork Fails? | the Center for Corporate and Professional Development | Kent State University." *Kent.edu*, 2018, www.kent.edu/yourtrainingpartner/what-do-you-lose-when-teamwork-fails. Accessed 23 Mar. 2026