



association of family
health teams of ontario

What is the Team Climate Inventory?

The Team Climate Inventory (TCI) is a short (14-question) survey that was developed to measure team function. It is a standard measure of “team-ness.” The questions below were adapted from the TCI and are presented here to AFHTO members for information only. AFHTO members who wish to participate in LEAN training or other intensive resources as part of the Information to Action initiative will be asked to complete the TCI or a similar questionnaire to get a better understanding of how their team works.

These 14 questions ask you about things like how you and your team approach QI, how you communicate and share information, and how you work together towards shared goals. For each statement, tell us whether you **strongly agree, agree, neither agree nor disagree, or strongly agree.**

1. I understand the QIDS program plan objectives.
2. I agree with the QIDS program plan objectives.
3. I think the QIDS program plan objectives can actually be achieved.
4. I think the QIDS program objectives are worthwhile to the team.
5. We have a “we are in it together” attitude.
6. People keep each other informed about work-related issues in the team.
7. People feel understood and accepted by each other.
8. There are real attempts to share information throughout the team.
9. Team staff are prepared to question the basis of what the team is doing.
10. The team critically appraises potential weaknesses in what it is doing in order to achieve the best possible outcome.
11. Staff of the team build on each other’s ideas in order to achieve the best possible outcome.
12. People in this team are always searching for fresh, new ways of looking at problems.
13. In this team, we take the time needed to develop new ideas.
14. People in the team cooperate in order to help develop and apply new ideas.