iPACE Team Observation Tool[a]

Date: **Educator:**

Activity *(circle one)***: Rounds**   **Huddles**   **Lunch & Learn**

	Comments
Performance feedback: how well it was done	
Team	
Individual	
Process feedback: the <u>way</u> it was done Team vs. individual	
A. Task-related: Displayed behaviors, actions and strategies E.g., "you set the objectives of rounds today"	
B. Interpersonal: Social conditions under which teams build shared understanding E.g., "As a team, a positive atmosphere was established by listening to each other." "Mutual respect was exhibited when discussing treatment plans for Mr. X"	
C. Cognitive: How information, ideas, or cognitive processes are shared E.g., The team relied on each other's' area of expertise during the diagnostic time out."	

[a]C Gabelica et al. *Educ Res Rev* 2012

Factors to consider:
    *feedback in public to the team is beneficial
    *having interdependent goals helps (e.g., everyone getting home on time)
    *show data (e.g., graphs)
    *compare the team to another non-iPACE team, or to the iPACE team at an earlier time
    *balance positive, reinforcing feedback with constructive feedback