Team Functioning Scales – Team Culture

The Team Functioning Scale for Team Culture is an eight-item measure of team atmosphere. Originally developed by Kegler, Steckler, McLeroy, & Malek (1998), Chilenski and colleagues (2016) adapted this scale to use as one of four measures of team functioning for PROSPER community teams. This scale is designed to be administered to individual teams within the community Triple P coalition (e.g., coalition leadership teams, coalition implementation teams, agency leadership teams, agency implementation teams).

The Team Culture scale demonstrated acceptable reliability in its previous use (α = .80-.92; Kegler, Steckler, McLeroy, & Malek, 1998). Chilenski and colleagues (2016) found that the collaboration model (of TA providers and community prevention teams) was significantly associated with team ratings of culture during both the Implementation/Operation phase (r = .40, p > .10) and during the early- and mid-sustainability phases of team development (r = .47, p = *.10*; r = .46, p > .10, respectively). Therefore, when there is strong collaboration between TA providers and the community prevention teams, high-quality team culture is also apparent.

> **Response Scale:**
> 1 = Strongly disagree, 2 = Somewhat disagree, 3 = Somewhat agree, 4 = Strongly agree
> R = reverse-scored (e.g., score of 1=actual score of 4, score of 2=actual score of 3 and vice versa)
>
> **Scoring Instructions:** Reverse score items 3, 5 and 8. Calculate the average score across all items. Lower scores represent less team culture; Higher scores represent greater team culture.

1. There is a sense of unity and cohesion in this team.

2. There is a strong emphasis on practical tasks in this team.

3. There is not much group spirit among members of this team. (R)

4. There is a strong feeling of belonging in this team.

5. This team rarely has anything concrete to show for its efforts. (R)

6. Members of this team feel close to each other.

7. This is a decision-making team.

8. This team has a hard time resolving conflicts. (R)

References

Chilenski, S. M., Perkins, D. F., Olson, J., Hoffman, L., Feinberg, M. E., Greenberg, M., ... & Spoth, R. (2016). The power of a collaborative relationship between technical assistance providers and community prevention teams: A correlational and longitudinal study. *Evaluation and program planning*, *54*, 19-29. doi:10.1016/j.evalprogplan.2015.10.002

Kegler, M. C., Steckler, A., Mcleroy, K., & Malek, S. H. (1998). Factors that contribute to effective community health promotion coalitions: A study of 10 Project ASSIST coalitions in North Carolina. *Health Education & Behavior*, *25*, 338-353. doi: 10.1177/109019819802500308