



Team Functioning Scales – Team Focus on work

The Team Functioning Scale for Team Focus on Work is a five-item measure of teams' work orientation. Originally developed by Moos and Moos (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 Focus on Work scale demonstrated acceptable reliability in its previous use ($\alpha = .66-.72$; Moos & Moos, 1998). Chilenski and colleagues (2016) found that the collaboration model (of TA providers and community prevention team) was not significantly associated with team ratings of focus on work during any phases of team development (i.e., organizational, operations/implementation, sustainability phases).

Response Scale: 0 = False, 1 = True

Scoring Instructions: Calculate the average score across all items to identify the average level of team focus on work. Lower scores represent lower team focus; Higher scores represent greater team focus.

1. People pay a lot of attention to getting work done.
2. There's a lot of time wasted because of inefficiencies.
3. This is a highly efficient, work-oriented team.
4. There's an emphasis on "work first."
5. Team members work very hard.

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
- Moos, R. H. & Moos, B. S. (1998). The staff workplace and the quality and outcome of substance abuse treatment. *Journal of Studies on Alcohol, 59*(1), 43–51 (1998). doi: 10.15288/jsa.1998.59.4