PROBLEM STATEMENT: Preventable patient safety incidents continue to be expensive on national, organizational, and personal levels.

PURPOSE: Investigate the relationship of nursing teamwork in acute care medical-surgical units to specific nurse indicators including pressure ulcers, falls, and CAUTI.

RESEARCH QUESTION: How does nursing teamwork affect nurse-sensitive patient outcomes?

DESIGN/METHODOLOGY: Non-experimental; sequential, partially mixed methodology with emphasis on quantitative correlational data analysis.

SAMPLE/SETTING: Non-probability convenience sample; single 735-bed hospital in mid-eastern United States. 101 RNs (65.58%) and 53 unlicensed personnel (34.42%) participated.

DATA COLLECTION/ANALYSIS: Correlational analysis of Nursing Teamwork Survey data and NDNQI outcome data for falls, pressure ulcers, and CAUTI with follow-up sequential focus group interviews.

QUANTITATIVE CORRELATIONAL FINDINGS

UNASSISTED FALLS
- NTS Shared Mental Model Construct
- Team believes that to do a quality job, all members need to work together.

UNIT ACQUIRED PRESSURE ULCERS > STAGE II
- Most team members tend to avoid conflict rather than dealing with it.

CAUTI
- RN and Nursing Assistants work well together.
- Shift change reports contain the information needed to care for the patients.
- When workload becomes heavy, team members pitch in/work together.
- Team members more focused on own work, not the total work of the team.
- Members are able to keep an eye out for each other.
- Team members understand the role and responsibilities of each other.
- Team members willingly respond to patients other than their own.
- Team members value, seek, and give each other constructive feedback.
- Team allocates responsibilities fairly among the team.

QUALITATIVE THEMES
- Structure of teamwork
- Hallmarks of an effective (Transformational) team
- Outcomes of teamwork

CONCLUSIONS:
1. Inverse relationship of teamwork and nurse-sensitive patient outcomes;
2. Lack of a standard theoretical model of team performance within the nursing profession;
3. Need to adapt team training strategies to address the unique needs of nursing teams; and
4. Need for implementation of additional strategies related to the educational needs of nursing team members.

TRANSFORMATIONAL TEAMWORK: Teamwork existing when a transformational leader influences not only individual followers, but also influences the team as a whole to perform optimally, resulting in high quality outcomes.

REFERENCE:

ACKNOWLEDGEMENTS
Dissertation Committee (Drexel University):
- Rajashi Ghosh, PhD, Assistant Professor (Chair)
- Joanne Serembus, EdD, RN, Associate Clinical Professor
- Constance Lyttle, PhD, JD, Associate Clinical Professor

Reading Health System Academic Affairs Grant