**Collaborative Learning Teams + Doses of Intention = Student teamwork skill development**

Interface 2021: Better Together

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Sources of Teamwork Theory

Tuckman Stages of Team Formation

Katzenbach & Smith’s Team Performance Curve

Psychological safety, Amy Edmonson

The 5 Dysfunctions of a Team, Patrick Lencioni

Thomas-Killman Conflict Modes

Forming, storming, norming, performing, adjourning

Working group, pseudo-team, potential team, real team, high performing team

A shared belief that the team is safe for interpersonal risk taking

Absence of trust, fear of conflict, lack of commitment, absence of accountability, inattention to results

Avoiding, accommodating, compromising, competing, collaborating

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UF College of Pharmacy Methods of Successful Team Skill Development

**Team Contract**

Set norms of the team and establish expectations early

**Targeted Faculty Coaching**

For individuals and teams; provides personalized learning to those who need it most

**Team Evaluation**

Assess psychological safety and team satisfaction; to ensure the team as a whole can work well together

**Team Debriefing**

Provide time for discussion about team norms and how to achieve them

**Peer Evaluation**

Feedback from those who you work most closely with

UF College of Pharmacy Approach to Teamwork Skill Development

