

# Types of Healthcare Teams<sup>1</sup>

There are four potential models of health care delivery. These models of professional interaction can be identified based on the spectrum of interprofessional collaboration and coordination, as follows:

1. ***Independent health care management:*** one provider works independently to address all of the patient/client's issues. The provider works autonomously with limited input from other professionals.
2. ***Parallel multidisciplinary care:*** different aspects of a patient/client's case (such as therapeutics, rehabilitation, education, social issues, substance abuse) are handled independently by the appropriate experts. Rather than integrated care, the patient/client's problems are subdivided and treated in parallel, with each provider responsible only for his or her own area.
3. ***Consultative model:*** One provider retains central responsibility and maintains professional independence in patient/client care while consulting with other professionals as needed.
4. ***Interprofessional collaborative:*** providers from different professions cooperate by establishing a means of ongoing communication with each other and with the patient/client and family to create a management plan that integrates and addresses the various aspects of the patient/client's health care needs.

## Interprofessional Collaborative Team Model<sup>2</sup>

In order to create this model, the following is essential.

- ***Integrated clinical care***
  - providers contribute coordinated decision-making and management skills;
  - division of labor is organized around common goals, with each member contributing his or her expertise as needed;
  - outcomes and goals are regularly re-evaluated; and
  - providers share responsibility for patient care.
- ***Open communication***
  - patient/client case discussions involve not only diagnosis and management, but also individual, family, and community issues;
  - the patient/client (and family) is actively involved in the discussion of care; and
  - pathways of communication are ensured by the organizational structure.
- ***Providers trained in team concepts***
  - collaborative rather than delegative model is employed;

- team members have skills in communication, conflict resolution, and leadership;
  - members understand the roles and expectations of others; and
  - members are innovative and tolerant of change.
- ***Respect for other team members***
    - team members are open-minded and respectful of other disciplines; and
    - providers recognize the contributions of other team members.

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<sup>1</sup>Grant RW, Finnocchio LJ, and the California Primary Care Consortium Subcommittee on Interdisciplinary Collaboration. (1995). Interdisciplinary Collaborative Teams in Primary Care: A Model Curriculum and Resource Guide. San Francisco, CA: Pew Health Professions Commission, 1995.

<sup>2</sup>Grant et al. (1995)