

Activity Level	Introduction / Exposure	Immersion / Development	Competence & Prepared for Entry to Practice (PEP)
Learner	<p>Novice Student</p> <ul style="list-style-type: none"> Minimal experience in the situations in which they are expected to perform Lack confidence to demonstrate safe practice and will likely require verbal and physical cues Generally, in the first year or first semester of their program 	<p>Intermediate Student</p> <ul style="list-style-type: none"> Efficient and skillful in parts of the practice area but are still developing the knowledge and skills May require occasional supportive cues Generally, in the 2nd year or middle stage of their program. 	<p>Advanced Student</p> <ul style="list-style-type: none"> Verbalize and uses a plan that is based on considerable conscious, abstract, and analytic problem solving. Patient care is completed within a suitable time frame without supporting cues. Generally, in the last year or advanced stages of their program (i.e., residency, practicum, clinical rotation)
Competency	Introduction / Exposure	Immersion / Development	Competence & PEP
Values / Ethics	Uphold the dignity, privacy, identity, and autonomy of persons while maintaining confidentiality in the delivery of team-based care.	Apply high standards of ethical conduct and quality in contributions to team-based care.	Support a workplace where differences are respected, career satisfaction is supported, and well-being is prioritized.
	Value the expertise of health professionals and its impacts on team functions and health outcomes.	Contribute to a just culture that fosters self-fulfillment, collegiality, and civility across the team.	
Roles / Responsibilities	Differentiate each team member's role, scope of practice, and responsibility in promoting health outcomes.	Practice cultural humility in interprofessional teamwork	Include the full scope of knowledge, skills, and attitudes of team members to provide care that is person-centered, safe, cost-effective, timely, efficient, effective, and equitable.

		Collaborate with others within and outside of the health system to improve health outcomes.	
Communication	Communicate one's roles and responsibilities clearly.	Use communication tools, techniques, and technologies to enhance team function, well-being, and health outcomes.	Examine one's position, power, role, unique experience, expertise, and culture towards improving communication and managing conflicts.
	Practice active listening that encourages ideas and opinions of other team members.	Communicate clearly with authenticity and cultural humility, avoiding discipline-specific terminology.	
		Promote common understanding of shared goals.	
		Use constructive feedback to connect, align, and accomplish team goals.	
Teams and Teamwork	Describe evidence-informed processes of team development and team practices.	Appreciate team members' diverse experiences, expertise, cultures, positions, power, and roles towards improving team function.	Use shared leadership practices to support team effectiveness.
	Discuss organizational structures, policies, practices, resources, access to information, and timing issues that impact the effectiveness of the team.	Practice team reasoning, problem-solving, and decision-making.	Apply interprofessional conflict management methods, including identifying conflict cause and addressing divergent perspectives.
		Operate from a shared framework that supports resiliency, well-being, safety, and efficacy.	
		Reflect on self and team performance to inform and improve team effectiveness.	Facilitate team coordination to achieve safe, effective care and health outcomes.
Share team accountability for outcomes.			