

# Building Teams with RESPECT

*A relational approach to improve patient outcomes + sustainability for team & members*

- R**espect: Welcome, include and appreciate members, contributions, strengths, diversity.
- E**xplanatory model: Explore diverse perspectives to build understanding, accuracy, shared mental model
- S**ocial context: Stressors, Supports, Strengths, Spirituality  
Which factors impact participation?  
What makes work meaningful?
- P**ower: Share. Flatten hierarchy, empower members.
- E**mpathy: Express caring even when differ.  
Support and understanding help.
- C**oncerns: Identify & address concerns, potential dissent.
- T**rust/ **T**eam: Shared vision, collaborative problem-solving, free exchange of ideas, difference, support.

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*Module 38 in DocCom, an Online Communication Skills Curriculum by Novack, Clark, Daetwyler, Saizow, eds.*

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