

Are real teams healthy teams

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The paper "Are Real Teams Healthy Teams" is a worthy example of a book review on health sciences & medicine.

The authors of this book are Ph. D. holders, Martina Buljac and Jeroine D. H. Van Wijngaarden who are both professors at Erasmus University Rotterdam, Netherlands while Marianne Van Woerkom is a professor at Tilburg University.

The article is about examining the impact of a real team compared to a team in name only characteristics, like (stability of members, task interdependence and team boundaries) on the processes of the team that is (emotional support and team learning) and the effectiveness of the team in the long-term care sector.

The main points discussed in this article is that teams are an integral feature for delivery of health services, in the long-term care sector since they offer supportive services to clients with physical, cognitive or physical disorders that compromise their ability to live independently. Emotional support and team learning are predictors of team effectiveness. It also explains that in the long-term care sector, there is no such thing as a real team since each real team characteristic impacts differently on team process and effectiveness. (Buljac et al., 2013) There is a likelihood that a team will perform well if the real team characteristics are present. The amount of turnover in a team affects the team's stability and varies among long-term care teams.

Real teams are healthy teams since they are likely to invest more effort and time in team learning activities as compared to nominal teams. There is an anticipation of the positive relationship between team learning and real team characteristics. They are also healthy teams in that; they provide for <https://assignbuster.com/are-real-teams-healthy-teams/>

emotional support. This support may reduce strain directly or through alleviating stressor and also may prevent the occurrence of stressors. (Buljac et al., 2013). The article is relevant to the principles of management since while organizations keep their care teams as bounded and stable as possible; they reduce staff turnover and increase the team's effectiveness. What I learned new from this article is that stability of membership and team boundaries lead to healthier team processes and have a positive impact on emotional support and team learning as opposed to task interdependence which has a negative effect. The real team is not a unitary construct for long-term care teams. (Buljac et al., 2013)