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“Creating and Validating a Team Leadership Assessment Tool for Emergency Medicine”

Team leadership is a critical skill for emergency medicine physicians and directly impacts the quality of patient care. Failures in team leadership contribute to over 50% of sentinel (adverse) events in healthcare. Accreditation boards for both undergraduate and graduate physician trainees emphasize the importance of team leadership. Despite efforts to increase training and proficiency in this essential skill, determining competency is limited by the lack of a valid and reliable emergency medicine team leadership assessment tool.

The objective of this proposal is to develop a team leadership assessment tool for emergency medicine that is supported by evidence of validity. This work is organized into Three Aims: (1) Develop a team leadership assessment tool for emergency medicine (2) Assess content validity and refine the team leadership assessment tool, and (3) Empirically test the team leadership assessment tool. The proposed study is grounded in existing research from the medical and team science literature. A large video library of simulated and actual patient resuscitations will serve as the stimuli for tool evaluation. The primary outcome from this study will be evidence of validity from four sources (content validity, response process, internal structure, and relationship to other variables). Our hypothesis is that an individual’s team leadership skills can be reliably and accurately assessed within the complex environment of an interdisciplinary healthcare team.