

Table II. Six themes of team functioning

1 Multiprofessional	2 Interprofessional	3 Transprofessional
<p>1. <i>Role specialization:</i> Team roles are specialized and everyone concentrates on her or his own tasks</p>	<p>Roles are specialized but everyone is expected to interact</p>	<p>Although roles are specialized, everyone must also be prepared not only to complement, but to replace each other when necessary</p>
<p>2. <i>Task interdependence:</i> Tasks are usually performed in a determined sequence</p>	<p>Tasks are partly interdependent and must be co-ordinated</p>	<p>Team members as well as their tasks are interdependent</p>
<p>3. <i>Co-ordination:</i> Co-ordination is based on supervision or standardization</p>	<p>Everyone has to co-ordinate their activities</p>	<p>Co-ordination is achieved by direct close interaction, flexibility and improvization</p>
<p>4. <i>Task specialization:</i> Tasks are specialized and only those with a special professional education are allowed to perform the task</p>	<p>Everyone must be prepared to adjust to the task</p>	<p>Everyone must be prepared to adjust to the strengths and weaknesses of the others</p>
<p>5. <i>Leadership:</i> The team leader functions as a traditional manager</p>	<p>The team leader functions as a 'coach'</p>	<p>The team leadership varies with the situation; the team is self-regulated</p>
<p>6. <i>Role interdependence:</i> 'Do your job the best way you know'</p>	<p>'Do your job <i>and</i> co-operate'</p>	<p>'Do your job in an interactive way and be ready for continuous adjustments/</p>