

Table 3. Common organizational systems and areas to probe when gathering relevant information about promoters of role ambiguity

Common Organizational Systems	Potential Areas to Probe
Community at Large	<ul style="list-style-type: none"> • how the institution and the role of individual SLPs are viewed by the local community • how the role of the SLP is defined/viewed by regulatory and legislative agencies (Nancarrow & Borthwick, 2005)
Institution	<ul style="list-style-type: none"> • how the organization works • stated and unstated values of the organization • positions or persons with real power or authority • traditional and appropriate lines of communication • institutional history for patterns of practice and service delivery • institutional barriers (e.g., history, established patterns, etc.) • factors (e.g., reimbursement issues) that influence the delineation of power or roles • administrative policies regarding practice patterns for professions competing for control
Team (or Service Delivery Model)	<ul style="list-style-type: none"> • structure and function of teams or models of service delivery • how teams or delivery models developed • strengths and weakness of the team leader • team barriers (e.g., history, established patterns, etc.) • traditional and appropriate lines of communication • team policies regarding practice patterns for professions competing for control over similar areas of service and mechanisms by which teams resolve conflict • personal and professional relationships among disciplines providing services to the same populations • personnel shortages that may influence the service needs of the organization • degree to which other professionals and administrators value and support SLP's role and specific skills
Individual SLP	<ul style="list-style-type: none"> • ability to provide services within the scope of practice and balance adherence to professional code of ethics • adequacy of training and experience to provide requested services • sufficient time to provide services adequately • perception of how role is valued by general organization and team