

Factor	%
Communication	50
Personality clashes/differences/friendships/alliances	50
Goal/role clarity. Lack of direction.	45
Sickness	45
Lack of autism knowledge/skills	30
Policy/procedures and strategies for consistency (lack of)	25
Poor leadership	25
Low morale, "given up", "fed up"	25
Opportunities to meet, discuss, learn, review together as a team	20
Staff turnover/vacancies	15
Availability of resources/time	10
Disruption to team (shift, service user, staff changes)	10
Style of management e.g. target oriented or developmental	5
Other Factors	< 5%
Shiftwork	
Lone working (not getting to see how others do it).	
No experience of good models/practice	
Bank staff (use of)	
Excessive workloads	
No access to outside help/support	
Institutionalization	
Violent incidents (frequency and intensity of)	
Poor performance (not being dealt with)	