**Creation of Clinic Study Teams**

Each participating practice will form small teams, referred to as Clinic Study Teams, who will participate in the Pre-Workflow Toolkit Interview, use the Workflow toolkit and participate in Observations, and participate in the Post-Workflow Toolkit Interview. Each team will include a maximum of 14 individuals and may represent the following types of respondents: clinicians, office managers, front office staff, medical assistant or nurse, nurse care manager, social worker, health educator, information technology specialist, and/or quality improvement director.