Abstract
The aim of this article is to develop the Spanish adaptation of the internal functioning of Work Teams Scale (QFI-22). Methods: The scale was adapted from the French version, and was applied to a sample of 1,055 employees working for rms operating in Spain. The article analyses the internal structure (exploratory and conrmatory factor analysis) and internal consistency, and provides convergent validity evidence of the scale. Results: The QFI-22 scale shows the same internal structure as the original. Factor analysis conmed the existence of two factors: interpersonal support and team work management, with good internal consistency coefcients (1 = .93, 2 = .92). Regarding validity evidence, the QFI-22 scale has signicant correlations with other correlates and alternative scales used for comparison purposes. The two factors correlated positively with team vision, participation safety, task orientation and support for innovation (Team Climate Inventory, TCI scale), with progressive culture (Organisational Culture, X-Y scale), and with creating change, customer focus and organisational learning (Denison Organizational Culture Survey, DOCS scale). In contrast, the two factors correlated negatively with traditional culture (X-Y scale). Conclusion: The QFI-22 scale is a useful instrument for assessing the internal functioning of work teams.

Keywords
Work teams, team work management, interpersonal support, psychometric instrument, exploratory and conrmatory factor analysis.