

LO 3.3 Engage as responsible members and leaders of diverse groups
Adapted from Teamwork VALUE Rubric AAC&U

Definition: Teamwork includes behaviors of individual team members which contribute to or detract from the ability of the group to achieve its goals (effort team members put into team tasks, manner of interacting with others on the team, and the quantity and quality of contributions by the members to the work of the team).

	Skill is Mastered (4 points)	Skill is Accomplished (3 points)	Skill is being Developed (2 points)	Skill is Undeveloped (1point)	Skill is missing (0 point)	Rating (0-4)
Contributions of members within meetings	All members helped the team accomplish the task by actively discussing the value of the ideas or proposals	Most members helped the team accomplish the task by actively discussing the value of the ideas or proposals	Only a few members helped the team accomplish the task by actively discussing the value of the ideas or proposals	One or two members dominated the discussion	There was no evidence of team members contributing	
Contributions outside of meeting	All team members completed assigned tasks and came well prepared for the meeting	Most team members completed assigned tasks and came well prepared for the meeting	Team members completed some of the assigned tasks and came somewhat prepared for the meeting	Team members did not complete assigned tasks and were not prepared for the meeting	There was no evidence of preparation for the meeting	
Encouragement of other team members	Team members demonstrated respect for the input of other members; summarized and built on contributions of others; noticed team members who were not contributing and invited them to engage	Team members demonstrated respect for the input of others and summarized and built on contributions of other team members	Team members demonstrated respect for the input of members of the team; restated the views of others and asked questions for clarification	Team members respected others and listened without interrupting	There was no evidence that team members respected and listened to others	

Promotion of constructive team climate	Team members promoted a constructive team climate by <u>all</u> of the following: treating everyone respectfully, displaying positive facial expression and body language, and motivating others by their positive spirit	Team members supported a constructive team climate by <u>two</u> of the following: treating everyone respectfully, displaying positive facial expression and body language, and motivating others by their positive spirit	Team members supported a constructive team climate by <u>one</u> of the following: treating everyone respectfully, displaying positive facial expression and body language, and motivating others by their positive spirit	Team members failed to support a constructive team climate by negativity in words, actions, facial expressions, or body language	Team members acted in a manner that undermined the positive spirit of the group	
Response to conflict	Team members managed and/or resolved conflict in a way that strengthened team cohesiveness and effectiveness	Team members identified and acknowledged conflict and tried to deal with it	Team members redirected group toward common focus so that conflict did not undermine group	Team members passively accepted conflicting views, but did not deal with the conflict	Team members contributed to the conflict within the group	
Appreciation for diversity	Team members actively invited everyone to share diverse ideas and perspectives	Team members respected diverse ideas and perspectives	Team members resisted ideas and viewpoints different from their own	Team members ignored ideas and viewpoints different from their own.	Team members expressed negativity toward ideas and viewpoints different from their own	