



# TEAMWORK COMPETENCY RUBRIC

**Definition:** Teamwork is behaviors under the control of individual team members through effort they put into team tasks, their manner of interacting with others on team, and the quantity and quality of contributions they make to team discussions.

Student will be able to...	Mastering 4	Advancing 3	Developing 2	Beginning 1
<b>Facilitate the Contributions and Relationships of Team Members</b>	Engages team members in ways that facilitate contributions to meetings by both constructively building upon or synthesizing the contributions of others as well as noticing when team members are not participating and inviting them to engage. Accepts that all members have a shared purpose and acknowledges that alternate view points are just as valid as one's own ideas.	Engages team members in ways that facilitate their contributions to meetings by constructively building upon or synthesizing the contributions of others. Shows interest in discussing the ideas of all team members.	Engages team members in ways that facilitate their contributions to meetings by restating the views of other team members and/or asking questions for clarification. At times monopolizes idea sharing and may not understand alternate view points.	Engages team members by taking turns and listening to others without interrupting. Does not always effectively engage in information sharing.
<b>Make Individual Contributions Outside of Team Meetings</b>	Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project. Proactively helps other team members complete their assigned tasks to a similar level of excellence.	Completes all assigned tasks by deadline; work accomplished is thorough and advances the project.	Completes all assigned tasks by deadline; work accomplished meets group expectations.	Doesn't complete assigned work or completes assigned work but it is of lower quality than what is expected.
<b>Foster a Constructive Team Climate</b>	Exhibits a positive attitude toward the team and task at hand. Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. Provides assistance and/or encouragement to all team members.	Exhibits a positive attitude toward the team and task at hand. Conveys motivation and encouragement through affirmative vocal or written tone, facial expressions, and/or body language.	Exhibits an acceptable attitude toward the team and task at hand. Treats team members respectfully by being polite and constructive through vocal or written tone, facial expressions, and/or body language.	Does not always exhibit an acceptable attitude toward the team and task at hand. May cause some issues within the group environment as a result of poor verbal and non-verbal communication.
<b>Effectively Participate in Conflict Resolution</b>	Addresses destructive conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness.	Identifies and acknowledges conflict and stays engaged with it.	Redirects focus toward common ground, toward task at hand (away from conflict).	Passively accepts alternate viewpoints/ideas/opinions.