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| **Task** | **Poor (1)** | **Average (2)** | **Good (3)** | **Excellent (4)** |
| **Contributes to Team Meetings** | Shares ideas but does not advance the work ofthe group. | Offers new suggestions to advance the work ofthe group. | Offers alternative solutions or courses of actionthat build on the ideas of others. | Helps the team move forward by articulatingthe merits of alternative ideas or proposals. |
| **Facilitates the Contributions of Team****Members** | Engages team members by taking turns andlistening to others without interrupting. | Engages team members in ways that facilitatetheir contributions to meetings by restating theviews of other team members and/or askingquestions for clarification. | Engages team members in ways that facilitatetheir contributions to meetings byconstructively building upon or synthesizingthe contributions of others | Engages team members in ways that facilitatetheir contributions to meetings by bothconstructively building upon or synthesizingthe contributions of others as well as noticingwhen someone is not participating and invitingthem to engage. |
| **Individual Contributions Outside of Team****Meetings** | Completes all assigned tasks by deadline. | Completes all assigned tasks by deadline;work accomplished advances the project. | Completes all assigned tasks by deadline;work accomplished is thorough,comprehensive, and advances the project. | 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. |
| **Fosters Constructive Team Climate** | Supports a constructive team climate by doing any one of the following:• Treats team members respectfully by being polite and constructive incommunication.• Uses positive vocal or written tone, facial expressions, and/or bodylanguage to convey a positive attitude about the team and its work.• Motivates teammates by expressing confidence about the importance ofthe task and the team's ability to accomplish it.• Provides assistance and/orencouragement to team members. | Supports a constructive team climate by doing any two of the following:• Treats team members respectfully by being polite and constructive incommunication.• Uses positive vocal or written tone, facial expressions, and/or bodylanguage to convey a positive attitude about the team and its work.• Motivates teammates by expressing confidence about the importance ofthe task and the team's ability to accomplish it.• Provides assistance and/orencouragement to team members. | Supports a constructive team climate by doing any three of the following:• Treats team members respectfully by being polite and constructive incommunication.• Uses positive vocal or written tone, facial expressions, and/or bodylanguage to convey a positive attitude about the team and its work.• Motivates teammates by expressing confidence about the importance ofthe task and the team's ability to accomplish it.• Provides assistance and/orencouragement to team members. | Supports a constructive team climate by doing all of the following:• Treats team members respectfully by being polite and constructive incommunication.• Uses positive vocal or written tone, facial expressions, and/or bodylanguage to convey a positive attitude about the team and its work.• Motivates teammates by expressing confidence about the importance ofthe task and the team's ability to accomplish it.• Provides assistance and/orencouragement to team members. |
| **Responds to Conflict** | Passively accepts alternateviewpoints/ideas/opinions. | Redirecting focus toward common ground, toward task at hand (away from conflict). | Identifies and acknowledges conflict and stays engaged with it. | Addresses destructive conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall teamcohesiveness and future effectiveness. |