

College of Science TEAMWORK VALUE RUBRIC

From the Association of American Colleges and Universities

Student:

Course/Context

First Evaluation

Second Evaluation

Evaluator:

Date:

Third Evaluation

	Capstone	Milestones		Benchmark
	4	3	2	1
Contributes to Team Meetings	Helps the team move forward by articulating the merits of alternative ideas or proposals. <input type="radio"/>	Offers alternative solutions or courses of action that build on the ideas of others. <input type="radio"/>	Offers new suggestions to advance the work of the group. <input type="radio"/>	Shares ideas but does not advance the work of the group. <input type="radio"/>
Facilitates the Contribution of Team Members	Engages Team members in ways that facilitate their contributions to meetings by both constructively building upon or synthesizing the contributions of others as well as noticing when someone is not participating and inviting them to engage <input type="radio"/>	Engages team members in ways that facilitate their contributions to meetings by constructively building upon or synthesizing the contributions of others. <input type="radio"/>	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. <input type="radio"/>	Engages team members by taking turns and listening to others without interrupting. <input type="radio"/>
Individual Contributions Outside of Team Meetings	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. <input type="radio"/>	Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project. <input type="radio"/>	Completes all assigned tasks by deadline; work accomplished advances the project. <input type="radio"/>	Completes all assigned tasks by deadline. <input type="radio"/>
Fosters Constructive Team Climate	Supports a constructive team climate by doing all of the following: <ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • 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 team members. <input type="radio"/>	Supports a constructive team climate by doing any three of the following: <ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • 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 team members. <input type="radio"/>	Supports a constructive team climate by doing any two of the following: <ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • 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 team members. <input type="radio"/>	Supports a constructive team climate by doing any one of the following: <ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. • Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. • 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 team members. <input type="radio"/>
Responds to Conflict	Addresses destructive conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness. <input type="radio"/>	Identifies and acknowledges conflict and stays engaged with it. <input type="radio"/>	Redirecting focus toward common ground, towards tasks at hand (away from conflict). <input type="radio"/>	Passively accepts alternate viewpoints/ideas/opinions. <input type="radio"/>