

TEAMWORK VALUE RUBRIC

This rubric was developed by the AAC&U and is used here as a sample of how the learning objectives might be assessed. For more information on the development of the Essential Skills rubrics, please contact value@aacu.org.



While departments and programs should NOT alter learning objectives, *performance indicators* used to measure the learning objectives may be altered and can vary depending upon the course or program. **Departments will need to indicate the performance indicators used to measure each of the 2 -3 learning objective (per essential skill) assessed in their program reviews.**

Definition

Teamwork is behaviors under the control of individual team members (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.)

<u>Learning Objectives</u>	Most advanced performance indicators			Least advanced performance indicators
Contributes to Team Meetings	Helps the team move forward by articulating the merits of alternative ideas or proposals.	Offers alternative solutions or courses of action that build on the ideas of others.	Offers new suggestions to advance the work of the group.	Shares ideas but does not advance the work of the group.
Facilitates the Contributions 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.	Engages team members in ways that facilitate their contributions to meetings by constructively building upon or synthesizing the contributions of others.	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.	Engages team members by taking turns and listening to others without interrupting.
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.	Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project.	Completes all assigned tasks by deadline; work accomplished advances the project.	Completes all assigned tasks by deadline.
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.	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.	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.	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.
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.	Identifies and acknowledges conflict and stays engaged with it.	Redirecting focus toward common ground, toward task at hand (away from conflict).	Passively accepts alternate viewpoints/ideas/opinions.