



Teamwork

Definition:

Teamwork is defined as behaviors under the control of individual team members and includes the ability to: consider different points of view, work with others to support a shared purpose or goal, interact with others on the team, contribute to the quantity and quality of discussions, and communicate the effort of the individual and team members tasks.

RUBRICS

Select one or more of these rubrics to assess the dimensions of Teamwork.

Add the rubric to the assignment, test, or discussion that best captures students' ability to demonstrate the specific dimension. Please use each rubric no more than once per course.

Dimension	Outcome Met (5)	Nearly met (3)	Not met (1)	No Submission (0)
Contribution and Goal Advancement	Contributes in ways that improve the team's work. Helps members who are having difficulty.	Keeps commitments, completes assignments on time.	Minimal contribution. Work is sub-standard, disorganized or incomplete.	

Dimension	Outcome Met (5)	Nearly met (3)	Not met (1)	No Submission (0)
Facilitates Engagement	Builds upon or synthesizes the contributions of others and/or getting non-participating team members involved.	Simply restates the views of other team members and asks questions for clarification.	Does not restate the views of other members. Does not ask questions for clarification. Ignores non-participating members of the team. Disruptive.	

Dimension	Outcome Met (5)	Nearly met (3)	Not met (1)	No Submission (0)
Individual Contributions Outside of Team Meetings	Maintains currency and progress with assigned tasks. Provides specific, timely and constructive feedback. Checks in with and assists teammates as needed.	Notices changes that influence the team's success. Knows what everyone on the team should be doing and notices problems. Doesn't take action to keep on track.	Is unaware if team is meeting its goals. Does not pay attention to teammates' progress. Avoids discussing team problems.	

Dimension	Met (5)	Nearly met (3)	Not met (1)	No Submission (0)
Conflict Resolution	Student provides at least one concrete example in which they helped the team resolve the issue or conflict in ways that would move the team forward.	<p>Student legitimately considers differing opinions exist but does not necessarily progress to resolving the issue/ conflict.</p> <p>The student redirected focus toward the task rather than resolving the differing opinion.</p>	The student avoids conflict or passively accepts alternate viewpoints/ideas/ opinions. Or the student instigates or contributes to conflict.	

Dimension	Met (5)	Nearly met (3)	Not met (1)	No Submission (0)
Considers Multiple Viewpoints	Student considers or incorporates external in addition to internal viewpoints within the group. Advocates or attempts to draw out other viewpoints.	Student only considers viewpoints within the group or does not advocate nor draw out other viewpoints.	Student does not accept or is intolerant to other viewpoints.	

Dimension	Met (5)	Nearly met (3)	Not met (1)	No Submission (0)
Fosters Constructive Team Climate	<p>May include:</p> <p>Motivating and inspiring team members</p> <p>Engaging in civil and constructive communication.</p> <p>Providing assistance and/or encouragement to team members.</p> <p>Exhibiting confidence in the team's ability to accomplish the outcome.</p>	<p>May include:</p> <p>Treating team members respectfully</p> <p>Marginally engaging in civil and constructive communication.</p> <p>Occasionally assisting and/or encouraging team members.</p> <p>Displaying marginal confidence in the team's ability to accomplish the outcome.</p>	<p>May include:</p> <p>Not treating team members respectfully</p> <p>Engaging in combative or rude communication.</p> <p>Not providing assistance and/or encouragement to team members.</p> <p>Using language that defeats the team's ability to accomplish the outcome.</p>	