

# Lamar Institute of Technology TEAMWORK RUBRIC

## Definition

To include the ability to consider different points of view and to work effectively with others to support a shared purpose or goal

<b>Core Objective Aspects</b>	<b>Exceeds Expectations 4pts</b>	<b>Meets Expectations 3pts</b>	<b>Below Expectations 2pts</b>	<b>Unacceptable 1pt</b>
Facilitates the Contributions of Team Members	Engages team members in ways that facilitate their contributions to meetings by constructively building upon the contributions of others; noticing when someone is not participating and inviting them to engage.	Engages team members in ways that facilitate their contributions to meetings by restating the views of others; asking questions for clarification.	Engages team members by taking turns and listening to others without interrupting	Does not engage with other team members in a manner that facilitates mutual cooperation and/or completion of task at hand
Responds to Conflict	Addresses destructive conflict directly and constructively; manages/resolves conflict in a way that strengthens overall team and future effectiveness.	Identifies and acknowledges conflict and redirects focus toward task at hand (away from conflict).	Passively accepts alternate viewpoints, ideas and/or opinions.	Fails to address, redirect or manage conflict, promotes destructive conflict
Contributes to Team Meetings	Helps the team move forward; articulates the merits of alternative ideas or proposals.	Advances the work of the group by offering new suggestions; alternative solutions or courses of action based upon the ideas of others	Shares ideas but does not advance the work of the group	Does not engage with or share ideas with the group to advance the task at hand
Individual Contributions Outside of Team Meetings	Completes all assigned tasks by deadline; work accomplished is thorough, and advances the project; Proactively helps other team members complete assigned tasks to a level of excellence	Completes all assigned tasks by deadline; work accomplished is competent and advances the project	Completes all assigned tasks individually not as part of the group; meets deadlines	Either ineffectively completes assigned tasks or does not complete tasks
<b>Core Objective Aspects</b>	<b>Exceeds Expectations 4pts</b>	<b>Meets Expectations 3pts</b>	<b>Below Expectations 2pts</b>	<b>Unacceptable 1pt</b>

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<p>Foster Constructive Team Climate</p>	<p>Supports a constructive team climate by demonstrating three of the following: 1) Treats team members respectfully by being polite and constructive in communication. 2) Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 3) Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. 4) Provides assistance and/or encouragement to team members.</p>	<p>Supports a constructive team climate by demonstrating two of the following: 1) Treats team members respectfully by being polite and constructive in communication. 2) Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 3) Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. 4) Provides assistance and/or encouragement to team members.</p>	<p>Supports a constructive team climate by demonstrating one of the following: 1) Treats team members respectfully by being polite and constructive in communication. 2) Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 3) Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. 4) Provides assistance and/or encouragement to team members.</p>	<p>Does not demonstrate any of the following: 1) Treats team members respectfully by being polite and constructive in communication. 2) Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 3) Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it. 4) Provides assistance and/or encouragement to team members.</p>
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