# Teamwork/Collaboration

**Definition of Teamwork/Collaboration:** Work with others towards a common purpose and influence others to reach agreement; leverage group effectiveness by capitalizing on the multiple talents and perspectives of diverse team members to generate creative solutions and actions. Work within a team structure.  Demonstrate conflict competence (peaceful navigation and management).

**Response Options:** Please use the same response options for each of these questions, starting with Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree

**Overarching Question**: After participating in ...I am better equipped to work with others towards a common purpose.

**Detailed Questions:** The questions in the table below are separated out by different levels of Bloom's Taxonomy starting with items that are more introductory and moving towards applying ideas or analyzing and synthesizing ideas.

Each item starts the same way: After participating in [event or program here], I am better equipped to...

| Know/Comprehend | Apply | Analyze/Evaluate |
|---|---|---|
| <ul><li>Identify my role in a group task or effort</li><li>Identify how my role serves the common group purpose</li><li>Identify the common purpose of the group</li><li>Determine when delegation might be necessary in a group to accomplish a goal or task</li><li>Recognize the strengths of others in the group</li><li>Appreciate the diverse perspectives in my group</li><li>Appreciate how diverse groups can generate creative solutions to an issue or problem</li><li>Identify meaningful relationships and connections that may continue beyond this activity</li><li>Identify new friendships that I formed with other participants</li><li>Identify my own conflict resolution style</li></ul> | <ul><li>Work with others towards a common purpose</li><li>Work within a diverse team towards a common purpose</li><li>Incorporate diverse perspectives to achieve the group's purpose</li><li>Work with others towards a clear and common goal</li><li>Delegate important tasks to others</li><li>Make changes to a plan as necessary in order to achieve a goal or task</li><li>Facilitate group compromises and agreements</li><li>Develop goals that are specific, measurable, attainable, realistic and timely</li><li>Respectfully disagree with differing perspectives in the group</li><li>Outline the steps or tasks necessary to meet a goal or objective</li><li>Determine an action plan in order to achieve a goal or outcome</li><li>Work towards conflict resolution</li><li>Use conflict mediation skills</li></ul> | <ul><li>Remind the team of the group's purpose to reach agreement</li><li>Encourage team members to work towards the common purpose</li><li>Resolve conflict among a group</li><li>Navigate situations where there is conflict</li></ul> |

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| Rubric | Beginning | Developing | Competent | Advanced |
|---|---|---|---|---|
| **Common focus** | Is unaware of how their role contributes to the common purpose of the group. Reluctant to invest time or effort to identify mutually beneficial goals and ways of achieving them. Does not recognize or value the concept of shared purpose. Keeps ideas to self. | Needs support or encouragement to identify & value their own role and how it contributes to the larger purpose. Willing to invest time or effort but may need support to identify mutually beneficial goals & ways of achieving them. Shares ideas but does not advance the group work. | Knows and values their own role, how it works with the other roles in the team and can identify how it contributes to the larger purpose. Readily invests time or effort to identify mutually beneficial goals and ways of achieving them. Offers new suggestions to advance the work of the group. | Knows and values the different roles of each team member. Can articulate how they work together to serve a common purpose. Committed & capable of identifying mutually beneficial goals & ways of achieving them. Helps the team move forward by articulating the merits of alternative ideas. |
| **Leverages individual attributes** | Unaware or unwilling to recognize others' potential. Does not yet recognize the talents or strengths of the individual team members. Has not yet learned to delegate tasks. | Needs support to recognize others' potential, recognize the talents/strengths of the individual team members. Is learning to delegate tasks and incorporate multiple perspectives. | Readily recognizes others' potential, their talents/strengths and leverages group members' attributes by delegating tasks. Works cooperatively with others, including people different from self and/or with different points of view, and incorporates multiple perspectives to move the group forward. | Leverages group effectiveness by capitalizing on the multiple talents and perspectives of diverse team members to generate creative solutions and actions. Offers alternative solutions that build on the ideas of others. Affirms and reiterates the contributions of others in order to elevate voices. |
| **Group dynamics and group conflict** | Unaware of group dynamics, avoids or addresses conflict inappropriately. | Is aware of group dynamics and needs support to positively influence the dynamics. Is learning personal conflict resolution style and needs support to address conflict productively. | Successfully navigates and influences group dynamics. Productively engages in conflict resolution and engages the rest of the team to do so as well. | Successfully navigates and influences group dynamics while helping others see diverse multiple perspectives, learn group dynamics, and productively engage in conflict. |
| **Fosters team** | Has not yet learned to seek or consider others' opinions, provide assistance and/or encouragement to team members, or acknowledges group members' contributions. | Needs encouragement to motivate teammates by expressing confidence about the importance of the task and the team's ability to accomplish it and recognizing group accomplishments. | Consistently uses motivation to encourage team members, express confidence and encouragement, and recognizes the contributions of others. | Actively moves team towards goals which are sustainable after they leave the organization using motivation, encouragement, and recognition. |