College Competency - Teamwork

Mutually beneficial relationships complement individual work and are required for robust learning. By connecting with others, students test ideas, challenge assumptions, and navigate conflicts. Working together, students solve problems and drive innovation for the betterment of communities.

Key Performance Indicator	Emergent	Proficient	Accomplished
Assumes accountability for individual contributions and impact on team members	Completes all assigned tasks and meets timelines.	Completes all assigned tasks and meets timelines; work accomplished is thorough, comprehensive, and advances the group's achievement of goals.	Completes all assigned tasks and meets timelines; work accomplished is thorough, comprehensive, and advances the group's achievement of goals. Proactively helps other team members complete their assigned tasks to a similar level of excellence.
Facilitates the contributions of team members	Engages team members by taking turns and listening respectfully to others.	Engages team members in ways that facilitate their contributions by constructively building upon or synthesizing the contributions of others.	Engages team members in ways that facilitate their contributions by both constructively building upon or synthesizing the contributions of others as well as encouraging all members to participate and inviting them to engage.
Contributes to team purpose	Shares ideas, however most ideas do not advance the group's achievement of goals and/or are not feasible.	Offers feasible alternative solutions or courses of action, building on the ideas of others where possible.	Helps the team move forward by articulating the merits of ideas or proposals or taking actions to support the group's achievement of goals.

Fosters Constructive Team Climate	Supports a constructive team climate by doing **any one of** the following: • Treats team members respectfully and is constructive in communication • Adheres and contributes to establishing positive team-established norms. • Motivates teammates by expressing the importance of the work/goal and confidence in 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: • Treats team members respectfully and is constructive in communication. • Adheres and contributes to establishing positive team-established norms. • Motivates teammates by expressing the importance of the work/goal and confidence in the team's ability to accomplish it. • Provides assistance and/or encouragement to team members.	Supports a constructive team climate by doing **all of** the following: • Treats team members respectfully and is constructive in communication. • Adheres and contributes to establishing positive team-established norms. • Motivates teammates by expressing the importance of the work/goal and confidence in the team's ability to accomplish it. • Provides assistance and/or encouragement to team members.
Manages conflict	Accepts alternate viewpoints/ideas/opinions.	Identifies and acknowledges conflict and stays engaged with it.	Addresses destructive conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness.