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| **Teamwork Rubric**<http://www.aacu.org/value/rubrics/teamwork> |  Art Center College of Design |
| Assessment Scale | **0** | **1** | **2** | **3** | **4** |
| Single Word Description | **N/A** | **Ineffective** | **Progressing** | **Effective** | **Highly Effective** |
| Corresponding Detailed Descriptions | Did not demonstrate, either through absence or serious deficiencies, the described criteria. | Struggles to demonstrate practices described in the key grading criteria. | Performs within the described key grading criteria. Showing some improvement over time. | Consistently demonstrates competency regarding the practices described in the key grading criteria. | Consistently innovative, integrated, nuanced, and sophisticated demonstration of elements in the key grading criteria. |
| **Contributes to Team Meetings**  |  | Shares ideas but does not advance the work of the group. | Offers new suggestions to advance the work of the group. | Offers alternative solutions or courses of action that build on the ideas of others. | Helps the team move forward by articulating the merits of alternative ideas or proposals. |
| **Facilitates the Contributions of Team Members** |  | Engages team members by taking turns and listening to others without interrupting. | 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 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 constructively building upon or synthesizing the contributions of others as well as noticing when someone is not participating and inviting them to engage. |
| **Individual Contributions Outside of Team Meetings** |  | Completes all assigned tasks by deadline. | Completes all assigned tasks by deadline; work accomplished advances the project. | Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project. | 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. |
| **Fosters Constructive Team Climate** |  | Supports a constructive team climate by doing any one of the following:* Treats team members respectfully by being polite and constructive in communication.
* Provides assistance and/or encouragement to team members.
 | Supports a constructive team climate by doing any two of the following:* Treats team members respectfully.
* 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 three of the following:* Treats team members respectfully.
* 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.
* Provides assistance and/or encouragement.
 | Supports a constructive team climate by doing all four of the following:* Treats team members respectfully.
* 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.
* Provides assistance and/or encouragement.
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| **Responds to Conflict** |  | Passively accepts alternate viewpoints/ideas/opinions. | Redirecting focus toward common ground, toward task at hand (away from conflict). | 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. |
| **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).*For more information, please contact* *value@aacu.org* |