

RUBRIC – Teamwork and Collaboration – Graduate – [November 2016]¹

Name(s): _____ Date: _____
 Instructor/Rater: _____ Rating Total: _____

| CRITERIA (total points possible) | Unsatisfactory 1 | Below Expectations 2 | Meets Expectations 3 | Above Expectations 4 | Outstanding 5 | Score |
|---|---|--|--|---|---|--------------|
| Team Behavior: Cooperation among team members, tolerance, and mediating conflicts so team could arrive at | Showed little effort to assist team in arriving at an integrative solution on the topic. | Assisted the group as questions arose to arrive at an integrative solution on the topic. | Assisted the group as participation was needed to arrive at an integrative solution on the topic. | Assisted group consistently to arrive at an integrative solution on the topic. | Assisted the group frequently in arriving at an integrative solution on the topic. | |
| Organization: Team member is organized and expresses confidence with the expression of material. | Showed little knowledge of topic; unable to answer questions. | Showed fair knowledge of topic, has difficulty in answering questions. | Showed knowledge of topic, and has some difficulty in answering questions. | Showed knowledge of topic, and has little difficulty in answering questions. | Showed significant knowledge of topic, answers questions without difficulty. | |
| Enthusiasm: Showed enthusiasm when involved with activities. | Showed little enthusiasm or interest during activities; lost interest. | Showed mild enthusiasm during activities; lost interest on occasion. | Showed moderate enthusiasm about activities. | Showed excitement about activities; maintained participant interest. | Showed much excitement about activities; increased participant's interest. | |
| Interpersonal and Social skills: Team member demonstrates interpersonal and social skills. | Did not demonstrate knowledge of human behavior, understanding of feelings, attitudes and motives; had difficulty communicating well. | Showed sufficient knowledge about human behavior, understanding of feelings, attitudes, etc.; was able to communicate clearly. | Generally demonstrated sufficient knowledge about human behavior, understanding of feelings/attitudes, etc.; and communicated clearly. | Frequently demonstrated knowledge about human behavior, understanding of feelings/attitudes, etc.; and communicated clearly and persuasively. | Consistently demonstrated knowledge of behavior, feelings, attitudes, motives, etc.; and communicated clearly and persuasively. | |
| Decision Making: Team member encouraged discussion among participants that led to an appropriate group decision. | Team member was extremely forceful and domineering insisting the decision be her/his idea. | Team member was open to suggestions on the decision. | Team member was open to suggestions on the decision, offering assistance to lead the group to a more appropriate decision | Team member was open to suggestions and allowed a decision to be chosen that was not her/his original plan. | Team member inspired suggestions and allowed a positive decision to be chosen that was collaborative in nature. | |

¹ Graduate Rubric available for all Graduate courses. As of November, 2016, this Rubric will be formally delivered in MGMT 620-Strategic Human Resources.