

Teamwork Rubric (Social Responsibility*) INFS 1000 Team Assignments

This rubric will be used with each Team Assignment to determine Teamwork portion of grade.

Teamwork is behaviors under control of individual team member (effort put into team tasks, manner of interacting with others on team, and the quantity and quality of contributions made to team discussions.)

NOTE: Zero (0) points will be awarded if EMERGING level minimum is not met for all responsibilities.

Teamwork Responsibility	EMERGING (3)	SATISFACTORY (4)	SUPERIOR (5)
Contributes to Team Efforts	Shares ideas but does not advance the work of the group.	Offers new suggestions to advance the work of the group; or 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	Listens thoughtfully to other team members.	Works with other team members in ways that facilitate their contributions by restating the views of other team members and/or asking questions for clarification; or engaged team members in ways that facilitated their contributions by constructively building upon or synthesizing their contributions.	Engages with team members in ways that facilitate their contributions by constructively building upon or synthesizing their contributions. Notices when someone is not participating and invites them to engage.
Individual Work Contributions to Project	Completes all assigned tasks by deadline.	Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advanced 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: <ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. • Uses positive written tone to convey a positive attitude about the team and its work. • 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 any three of the following: <ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. • Uses positive written tone to convey a positive attitude about the team and its work. • 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 all of the following: <ul style="list-style-type: none"> • Treats team members respectfully by being polite and constructive in communication. • Uses positive written tone to convey a positive attitude about the team and its work. • 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.
Responds to Conflict	Passively accepts or ignores conflict.	Identifies and acknowledges conflict and works to redirect focus toward common ground, toward task at hand (away from conflict).	Addresses destructive conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness.

Created for INFS 1000 Minneapolis Community & Technical College

Credit owed, in part, to the AAC&U's Teamwork VALUE Rubric <http://www.aacu.org/value/rubrics/Teamwork.cfm>

*Social Responsibility is a Core General Education Competency at Minneapolis Community & Technical College

http://www.minneapolis.edu/collegepolicies/policy.cfm?policy_id=36