**Teamwork Rubric – Roanoke College rev 2014**

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| **TRAITS** | **Rating = 0** | **Below Basic, Rating = 1** | **Basic, Rating = 2** | **Proficient, Rating = 3** | **Advanced, Rating = 4** |
| *Contributes to Team Meetings* | Contributes almost nothing. Often misses group meetings. | Shares ideas or opinions but these are often so obvious or so peripheral that they contribute little. Attitude suggests that meeting with team is a low priority. | Offers new suggestions to advance the work of the group | Offers alternative solutions or courses of action that build on ideas of others | Behaviors for Rating 3, plus helps the team move forward by articulating the merits of alternative ideas or proposals |
| *Facilitates* | Negative behaviors dominate. Fails to engage with others or attempts to dominate other contributing members. | Polite. Engages team members by taking turns and listening to others without interrupting. May still be a reluctant participant but does not engage in negative behaviors. | Engages team members in ways that facilitate their contributions to meetings by restating the views of other members and/or asking questions for clarification, offering helpful suggestions | Engages team members in ways that facilitate their contributions to meetings by constructively building upon or synthesizing the contributions of others | Behaviors for Rating 3 plus notes when someone is not participating and invites them to engage. |
| *Individual Contribution* | Repeatedly fails to meet deadlines or work is of poor quality. | Completes assigned tasks by deadline. Does what is specifically required but no more. Others may feel the need to pick up the slack for this person. | Completes assigned tasks by deadline; work advances the project | Completes assigned tasks by deadline; work is thorough, comprehensive, high quality, and advances the project. | Behaviors for Rating 3 plus proactively helps other team members complete their assigned tasks to a similar level of excellence. |