PH 712: Rubric for Assessment of Team Effectiveness

Background: A major part of this course involves team work. Individual contributions impact the team's effectiveness and separately, you will be assessing your team members. This rubric allows <u>your team</u> to collectively, and honestly, evaluate how your team performed throughout the week. Consider your team's work in each category described below. Each of these categories is assigned a score of 1 through 3, with values representing increasing degrees of achievement. The last column is the actual points assigned to this particular team. The overall total score is assigned by adding together the points corresponding to the categories. The professors will contribute to the final score, based on their observations of the team during the week.

Name of Team: _____   Date: _____

Category	Score 1	Score 2	Score 3	Points
1. **Attitude and Team Climate**	• Complacent energy level • Disrespectful or inattentive attitudes displayed • Conflicts were common and/or unresolved	• Generally upbeat energy level • Attentive and polite attitudes displayed often • Conflicts, if any, were defused	• Inspiring and motivating energy level • Attentive and polite attitudes displayed always • Conflicts, if any, were resolved and helped the team grow	
2. **Team's In-class Participation**	• Uneven • Quality was inconsistent and/or lackluster	• Moderate • Quality was good	• Extensive • Quality was excellent	
3. **Team's operating procedures**	• Did not follow instructions • Did not meet deadlines • Could not depend on each other	• Followed most instructions • Met most deadlines • Could depend on each other frequently, but not always	• Followed all instructions • Met all deadlines • Could always depend on each other	
4. **Team's self-motivation and professionalism**	• One or more team members were generally late for class, did not adhere to breaks and/or left before class was dismissed	• One or more team members were occasionally late for class, did not adhere to breaks, and left before class was dismissed	• All team members were on time for class, adhered to breaks, and stayed until class was dismissed	
5. **Synergy and Team Cohesiveness**	• Team was a collection of individuals that merely divided the work	• Team realized some benefit from working together beyond a simple division of labor	• Team attained a high level of synergy and developed skills and ideas through interactions with each other	
Total				

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