

PH 712: Rubric for Assessment of Individual Team Member's Team Working Skills

Background: A major part of this course involves team work and a team project with a final presentation. The team project plays an important role in further developing the team working skills of the students. The rubric below is used to evaluate each student with respect to his/her ability to function on teams.

Rubric: Each student is evaluated by team members along three dimensions, described below. Each of these dimensions is assigned a score of 1 through 4, with values representing increasing degrees of achievement in the particular dimension. The last column is the actual points assigned to this particular student, based on his or her actual performance. The overall total score is assigned by adding together the points corresponding to the three dimensions.

Name of person being evaluated: _____ **Team:** _____

Evaluator's name: _____ **Date of evaluation:** _____

Dimension	Score 1	Score 2	Score 3	Score 4	Points
1. Contribution to the team project/work	<ul style="list-style-type: none"> • Does not collect any relevant information • No useful suggestions to address team's needs 	<ul style="list-style-type: none"> • Collects information when prodded • Tries to offer some ideas, but not well developed and/or clearly expressed to meet team's needs 	<ul style="list-style-type: none"> • Collects basic, useful information related to the project • Occasionally offers useful ideas to meet the team's needs 	<ul style="list-style-type: none"> • Collects and presents to the team a great deal of relevant information • Offers well-developed and clearly expressed ideas directly related to the group's purpose 	
2. Taking responsibility	<ul style="list-style-type: none"> • Does not perform assigned tasks • Often misses meetings and, when present, does not have anything constructive to say • Relies on others to do the work 	<ul style="list-style-type: none"> • Performs assigned tasks but needs many reminders • Attends meetings regularly but generally does not say anything constructive • Sometimes expects others to do his/her work 	<ul style="list-style-type: none"> • Performs all assigned tasks • Attends meetings regularly and usually participates effectively • Generally reliable 	<ul style="list-style-type: none"> • Performs all tasks very effectively • Attends all meetings and participates enthusiastically • Very reliable. 	
3. Valuing other team members and quality of interactions	<ul style="list-style-type: none"> • Often argues with team mates • Doesn't let anyone else talk • Occasional personal attacks and "put-downs" • Wants to have things done his/her way and/or does not listen to alternate approaches 	<ul style="list-style-type: none"> • Usually does much of the talking • Does not pay much attention when others talk • Often assumes others' ideas will not work • No personal attacks and put-downs but sometimes patronizing 	<ul style="list-style-type: none"> • Generally listens to others' points of view • Always uses appropriate and respectful language • Tries to make a definite effort to understand others' ideas 	<ul style="list-style-type: none"> • Always listens to others and their ideas • Helps them develop their ideas while giving them full credit • Always helps the team reach a fair decision 	
Total:					

Comments (optional):
