RUBENSTEIN SCHOOL
OF ENVIRONMENT AND NATURAL RESOURCES

TEAMWORK RUBRIC

Students will be able to contribute to collaborative efforts, facilitate contributions of others, and address conflict directly and constructively.

Objective	Definition	(3) Competence	(2) Building Capacity	(1) Exposure
Contribution	Active and knowledgeable participation that contributes to group dynamics in the final outcomes.	Takes initiative to help the team move forward to achieve its goals through consistent, equitable, and substantive participation by all team members.	Takes initiative to help the team move forward to achieve its goals through substantive participation.	Makes independent contributions to team efforts but not through an integrated or holistic approach.
Facilitation	Group members actively encourage balanced participation by all.	Constructively builds upon or synthesizes the contributions of other group members as well as noticing when some-one is not participating and inviting them to engage.	Constructively builds upon or synthesizes the contributions of others .	Engages team members and asks clarifying questions.
Constructive climate	A balanced outcome that achieves the project's goals with all teammates feeling validated for their contributions.	Supports a constructive team climate by doing all of the following: treating all team members with respect, using positive communication, motivating teammates by expressing confidence and stressing the importance of the task, and providing encouragement and assistance to team members.	Supports a constructive team climate by doing some of the following: treating all team members with respect, using positive communication, motivating teammates by expressing confidence and stressing the importance of the task, and providing encouragement and assistance to team members.	Supports a constructive team climate by doing only one of the following: supporting a constructive team climate by treating all team members with respect, using positive communication, motivating teammates by expressing confidence and stressing the importance of the task, and providing encouragement and assistance to team members.