Be able to work effectively with others to support a shared purpose or goal.

Please assign a zero (0) to any work sample that does not meet **Benchmark Expectations**.

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|  | **Surpasses Target Expectations**  3 | **Meets Target Expectations**  2 | **Meets Benchmark Expectations**  1 |
| **Contributes to Team Meetings** | Advances the work of the group by   1. achieving **Target Expectations**   *AND*   1. articulating the merits of alternative ideas or proposals. | Advances the work of the group by   1. offering new suggestions to advance the work of the group   *AND/OR*   1. offering alternative solutions or courses of action that build on the ideas of others. | Shares ideas but does not advance the work of the group |
| **Individual Contributions outside of Team Meetings** | 1. Achieves **Target Expectations**   *AND at least*  *one of the following*   1. Work accomplished is thorough and comprehensive. 2. Proactively helps other team members complete their assigned tasks to a level of excellence. | 1. Achieves **Benchmark Expectations**   *AND*   1. Work accomplished advances the project. | Completes all assigned tasks by deadline. |
| **Fosters Constructive Team Climate** | Supports a constructive team climate by doing **at least three** of the following:   1. Treats team members respectfully by being polite and constructive in communication. 2. Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 3. Motivates teammates by expressing confidence about the importance of the task and the team’s ability to accomplish it. 4. Provides assistance and/or encouragement to team members. | Supports a constructive team climate by doing **two** of the following:   1. Treats team members respectfully by being polite and constructive in communication. 2. Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 3. Motivates teammates by expressing confidence about the importance of the task and the team’s ability to accomplish it. 4. Provides assistance and/or encouragement to team members. | Supports a constructive team climate by doing **one** of the following:   1. Treats team members respectfully by being polite and constructive in communication. 2. Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work. 3. Motivates teammates by expressing confidence about the importance of the task and the team’s ability to accomplish it. 4. Provides assistance and/or encouragement to team members. |