Be able to consider different points of view to support a shared purpose or goal.

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Surpasses Target Expectations**  3 | **Meets Target Expectations**  2 | **Meets Benchmark Expectations**  1 |
| **Facilitates the Contributions of Team Members** | Engages team members by   1. achieving **Target Expectations**   *AND at least*  *one of the following*   1. constructively building upon or synthesizing the contributions of others 2. noticing when someone is not participating and inviting them to engage. | Engages team members by   1. achieving **Benchmark Expectations**   *AND*   1. restating the views of other team members and/or asking questions for clarification. | Engages team members by taking turns and listening to others without interrupting.  (appropriate listening can be demonstrated through body posture (e.g. leaning forward) and providing eye contact. |
| **Responds to Conflict** | Addresses destructive conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness. | Identifies and acknowledges conflict and redirects focus toward common ground, toward task at hand (away from conflict). | Passively accepts alternate viewpoints/ideas/opinions. |