

Introduction

This file describes how “Teamwork” as a generic competence can be deconstructed into distinct learning outcomes in a university education setting.

It is one of 16 descriptions in LOUIS (Learning Outcomes in University for Impact on Society); LOUIS is part of the Aurora Competence Framework.

The descriptions are based on the VALUE Rubrics developed by the American Association of Colleges & Universities AAC&U.



Teamwork is behaviors under the control of individual team members (effort they put into team tasks, their manner of interacting with others on team, and the quantity and quality of contributions they make to team discussions)

Teamwork components:

- Contributes to team meetings
- Facilitates the contributions of team members
- Individual contributions outside team meetings
- Fosters constructive team climate
- Responds to conflicts

Teamwork:

Contributes to team meetings

Shares ideas but does not advance the work of the group.



Offers new suggestions to advance the work of the group.



Offers alternative solutions or courses of action that build on the ideas of others.



Helps the team move forward by articulating the merits of alternative ideas or proposals.

Teamwork:

Facilitates contribution of team members

Engages team members by taking turns and listening to others without interrupting.



Engages team members in ways that facilitate their contributions to meetings by restating the views of other team members and/or asking questions for clarification.



Engages team members in ways that facilitate their contributions to meetings by constructively building upon or synthesizing the contributions of others.



Engages team members in ways that facilitate contributions to meetings by both constructively building upon or synthesizing the contributions of others as well as noticing when someone is not participating and inviting them to engage.

Teamwork:

Individual contributions outside of team meetings

Completes all assigned tasks by deadline.



Completes all assigned tasks by deadline; work accomplished advances the project.



Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project



Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project. Proactively helps other team members complete their assigned tasks to a similar level of excellence.

Teamwork:

Fosters constructive team climate

One of the following:

- Treats team members respectfully (polite, constructive), or
- With positive tone and body language, or
- By expressing confidence, or
- By providing assistance.



Two of the following:

- Treats team members respectfully (polite, constructive), or
- With positive tone and body language, or
- By expressing confidence, or
- By providing assistance.



Three of the following:

- Treats team members respectfully (polite, constructive), or
- With positive tone and body language, or
- By expressing confidence, or
- By providing assistance.



All of the following:

- Treats team members respectfully (polite, constructive), or
- With positive tone and body language, or
- By expressing confidence, or
- By providing assistance.

Teamwork: Responds to conflict

Passively accepts alternate viewpoints /ideas /opinions.



Redirecting focus toward common ground, toward task at hand (away from conflict).



Identifies and acknowledges conflict and stays engaged with it.



Addresses destructive conflict directly and constructively, helping to manage /resolve it in a way that strengthens overall team cohesiveness and future effectiveness.