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

Contributes to team meetings

Shares ideas but does <u>not</u> advance the work of the group.

Offers new suggestions to advance the work of the group.

Offers <u>alternative</u> solutions or courses of action that <u>build</u> on the ideas of others.

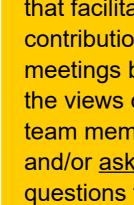
Helps the team move forward by articulating the merits of alternative ideas or proposals.



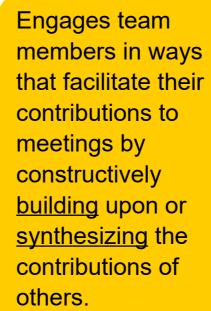


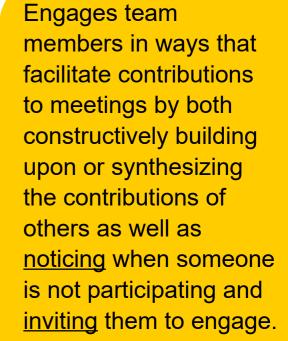
Facilitates contribution of team members

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.





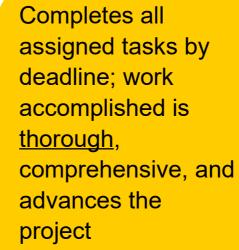




Individual contributions outside of team meetings

Completes all assigned tasks by deadline.

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



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.

Completes all

assigned tasks by







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.



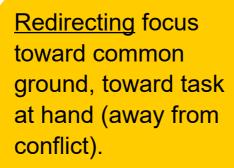
<u>All</u> of the following:

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



Responds to conflict

Passively accepts alternate viewpoints /ideas /opinions.



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.



