



## Skilled Collaborators: Skilled Collaborators work effectively with others to accomplish a shared vision

	General Education		Bachelor's Degree	
COMPETENCY	1—EMERGING	2—BENCHMARK	3—MILESTONE	4—DEVELOPED
Fulfill Individual Responsibilities	Completes all individual tasks by deadline with assistance.	Completes all assigned tasks by deadline; work accomplished advances the project.	Work accomplished is thorough, comprehensive, and advances the project and completed on time. Willingly offers assistance to others.	Proactively takes initiative to assist others to complete assigned tasks by deadline with high quality. Considers and adds to the contributions of others.
Facilitate Contributions of Others	Shares ideas with team members and is willing to listen to others.	Shares ideas with team members including taking turns and actively listening to others.	Encourages group members to contribute and build upon the ideas and work of others.	Synthesizes the contributions of others. Invites less engaged team members to contribute.
Foster Productive Group Climates	Treats group members respectfully by being polite and constructive in collaboration.	Treats group members respectfully by being polite and constructive in collaboration. Uses verbal and non-verbal expressions to convey a positive attitude about the team and its work.	Treats group members respectfully by being polite and constructive in collaboration. Uses verbal and non-verbal expressions to convey a positive attitude about the team and its work. Provides assistance and/or encouragement to team members.	Treats group members respectfully by being polite and constructive in collaboration. Uses verbal and non-verbal expressions to convey a positive attitude about the team and its work. Provides assistance and/or encouragement to team members. Motivates others by expressing confidence about the importance of the task and the team's ability to accomplish it.
Respond to Conflicts in Constructive Ways	Recognizes that a conflict exists, handles the conflict passively, avoids contention but does not build agreement.	Recognizes that people have different perspectives, desires to find resolution, and is willing to change or compromise.	Able to facilitate compromise within the group. Seeks to understand different perspective with respect. Willing to change or compromise without lowering standards. Able to help others understand my point of view.	Seeks to understand different perspective with respect and empathy. Able to help others understand the varied points of view. Invites all (both quiet and loud voices) to share perspectives. Collaborates with others to resolve conflict and create synergistic solutions.

A score of zero in these categories indicates these items have not been demonstrated.