

KEEN Learning Outcome 1: Effectively collaborate in a team setting

Students demonstrate the ability to offer new ideas or solutions to advance the work of the group and productively address conflict while actively engaging team members and contributing to a constructive team climate.

The Student:	<i>at novice level</i>	<i>at apprentice level</i>	<i>at proficient level</i>	<i>at advanced level</i>
<i>Contributes to team meetings</i>	Rarely if ever offers new ideas or solutions to advance the work of the group.	Occasionally offers new ideas or solutions to advance the work of the group but rarely, if ever , offers alternative ideas, solutions, or courses of action that build upon the ideas of others.	Often offers new ideas or solutions to advance the work of the group, as well as alternative ideas or solutions, or courses of action, that build upon the ideas of others.	Often offers new ideas or solutions to advance the work of the group; not only offers alternative ideas or solutions, or courses of action, that build upon the ideas of others but also articulates the merits of alternatives.
<i>Facilitates the contributions of team members</i>	Rarely if ever engages team members by taking turns and listening to others without interrupting; does little/nothing to facilitate contributions of others.	Occasionally engages team members by taking turns and listening to others without interrupting; occasionally facilitates the contributions of other team members by restating their views and/or seeking clarification.	Regularly engages team members by taking turns and listening to others without interrupting; occasionally facilitates the contributions of other team members by restating their views and/or seeking clarification and constructively building upon or synthesizing the contributions of others.	Regularly engages team members by taking turns and listening to others without interrupting and fosters participation of any group members who are not engaged; often facilitates the contributions of other team members by restating their views and/or seeking clarification and constructively building upon or synthesizing the contributions of others.

<i>Makes individual contributions outside of team meetings</i>	Rarely if ever completes assigned tasks by deadline and makes few if any contributions to advance the project.	Generally but not always completes assigned tasks by deadline and makes moderate contributions to advance the project; some work may be incomplete.	Regularly completes assigned tasks by deadline and, through thorough and comprehensive work, makes substantial contributions to advance the project.	Regularly completes assigned tasks by deadline and, through thorough and comprehensive work, makes substantial contributions to advance the project; furthermore , endeavors proactively to help other team members complete assigned tasks thoroughly and comprehensively by deadline.
<i>Identifies, acknowledges, and works through conflict</i>	Rarely if ever identifies and acknowledges conflict (differences), but instead passively accepts alternate viewpoints/ideas/opinions.	Generally but not always identifies and acknowledges conflict but attempts to redirect focus toward common ground (away from conflict) in task at hand.	Consistently identifies and acknowledges conflict and rather than redirecting focus toward common ground (away from conflict) in task at hand, remains engaged until conflict is resolved.	Consistently identifies and acknowledges conflict and rather than attempting to redirect focus toward common ground (away from conflict) in task at hand, remains engaged until conflict is resolved; also helps directly and constructively to manage/resolve conflict in a way intended to strengthen team cohesiveness and future effectiveness.

<i>Fosters constructive team climate</i>	<p>Rarely if ever engages in behaviors that support a constructive team climate, such as:</p> <ul style="list-style-type: none"> • Treating team members respectfully by being polite and constructive in communication; • Using positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work; • Motivating teammates by expressing confidence about the importance of the task and the team's ability to accomplish it; • Providing assistance and/or encouragement to team members. 	<p>Sometimes engages in behaviors that support a constructive team climate such as:</p> <ul style="list-style-type: none"> • Treating team members respectfully by being polite and constructive in communication; • Using positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work; • Motivating teammates by expressing confidence about the importance of the task and the team's ability to accomplish it; • Providing assistance and/or encouragement to team members. 	<p>Frequently engages in behaviors that support a constructive team climate such as:</p> <ul style="list-style-type: none"> • Treating team members respectfully by being polite and constructive in communication; • Using positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work; • Motivating teammates by expressing confidence about the importance of the task and the team's ability to accomplish it; • Providing assistance and/or encouragement to team members. 	<p>Consistently engages in behaviors that support a constructive team climate such as:</p> <ul style="list-style-type: none"> • Treating team members respectfully by being polite and constructive in communication; • Using positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work; • Motivating teammates by expressing confidence about the importance of the task and the team's ability to accomplish it; • Providing assistance and/or encouragement to team members.
--	--	--	---	---