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

Makes individual contributions outside of team meetings	<b>Rarely if ever</b> completes assigned tasks by deadline and makes <b>few if any</b> 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.	<b>Regularly</b> completes assigned tasks by deadline and, through thorough and comprehensive work, makes <b>substantial</b> contributions to advance the project.	<b>Regularly</b> completes assigned tasks by deadline and, through thorough and comprehensive work, makes <b>substantial</b> contributions to advance the project; <b>furthermore</b> , endeavors proactively to help other team members complete assigned tasks thoroughly and comprehensively by deadline.
Identifies, acknowledges, and works through conflict	<b>Rarely if ever</b> identifies and acknowledges conflict (differences), <b>but instead</b> 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.	<b>Consistently</b> identifies and acknowledges conflict <b>and</b> rather than redirecting focus toward common ground (away from conflict) in task at hand, remains engaged until conflict is resolved.	<b>Consistently</b> identifies and acknowledges conflict <b>and</b> rather than attempting to redirect focus toward common ground (away from conflict) in task at hand, remains engaged until conflict is resolved; <b>also</b> helps directly and constructively to manage/resolve conflict in a way intended to strengthen team cohesiveness and future effectiveness.

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Fosters	Rarely if ever engages in	Sometimes engages in	Frequently engages in	<b>Consistently</b> engages in
constructive	behaviors that support a			
team climate	constructive team climate,	constructive team climate	constructive team climate	constructive team climate
	such as:	such as:	such as:	such as:
	• Treating team members respectfully by being polite and constructive in communication;	• Treating team members respectfully by being polite and constructive in communication;	• Treating team members respectfully by being polite and constructive in communication;	• Treating team members respectfully by being polite and constructive in communication;
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	• Using positive vocal or written tone, facial expressions, and/or body language to convey a	• Using positive vocal or written tone, facial expressions, and/or body language to convey a	• Using positive vocal or written tone, facial expressions, and/or body language to convey a	• Using positive vocal or written tone, facial expressions, and/or body language to convey a
	positive attitude about	positive attitude about	positive attitude about	positive attitude about
	the team and its work;			
	• Motivating teammates by expressing confidence about the importance of	• Motivating teammates by expressing confidence about the importance of	• Motivating teammates by expressing confidence about the importance of	• Motivating teammates by expressing confidence about the importance of
	the task and the team's			
	ability to accomplish it;			
	<ul> <li>Providing assistance</li> </ul>	<ul> <li>Providing assistance</li> </ul>	Providing assistance	<ul> <li>Providing assistance</li> </ul>
	and/or encouragement to	and/or encouragement to	and/or encouragement to	and/or encouragement to
	team members.	team members.	team members.	team members.