### JobCITE TEAMWORK

**Learning Outcome:** Teamwork  
**Position:**

<table>
<thead>
<tr>
<th>Performance Level</th>
<th>Description</th>
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| **Exemplary**     | Supports a constructive team climate by doing all of the following:  
• Treats team members respectfully by being polite and constructive in communication.  
• Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.  
• Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.  
• Provides assistance and/or encouragement to team members. |
| **Proficient**    | Supports a constructive team climate by doing any three of the following:  
• Treats team members respectfully by being polite and constructive in communication.  
• Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.  
• Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.  
• Provides assistance and/or encouragement to team members. |
| **Competent**     | Supports a constructive team climate by doing any two of the following:  
• Treats team members respectfully by being polite and constructive in communication.  
• Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.  
• Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.  
• Provides assistance and/or encouragement to team members. |
| **Needs Improvement** | Supports a constructive team climate by doing any one of the following:  
• Treats team members respectfully by being polite and constructive in communication.  
• Uses positive vocal or written tone, facial expressions, and/or body language to convey a positive attitude about the team and its work.  
• Motivates teammates by expressing confidence about the importance of the task and the team's ability to accomplish it.  
• Provides assistance and/or encouragement to team members. |
| **Inadequate**    | None of items is addressed by the student. |

This rubric was created using the Association of American Colleges and Universities (AAC&U) Teamwork VALUE Rubric. Retrieved from [https://www.aacu.org/value-rubrics](https://www.aacu.org/value-rubrics).