# Group Work Self and Peer Assessment Rubric

| Characteristic of Successful Teams | Meets or Exceeds Expectations (4-5) | Approaching Expectations (3) | Not yet meeting expectations (1-2) |
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| **Positive Interdependence** (focuses on establishing strong group performance, creates common goals, and shares resources and expertise that contribute to reaching that goal) | Contributed to the establishment of effective team goals and showed a commitment to the success of the whole team. Actively shared resources and knowledge to support the success of the team. | Usually showed commitment to team goals and success, sharing resources and expertise when asked. May have occasionally related to others in an overly independent manner or neglected to provide information to support the team's success. | Did not contribute to team goals and/or tended to hinder the team process. Displayed independence in ways that hindered the progress of the team. |
| **Individual accountability** (each team member takes on responsibility for meeting their part of the team's goal. Each team member produces work that meets the agreed upon quality and quantity standards that the group has set) | Identified strengths and abilities to the team and chose relevant tasks to contribute to the team's goal. All work met the quality standards outlined by the group. Work was completed by agreed upon deadlines (unless unforeseen circumstances occurred) | Completed a proportionate amount of the team's total work towards the project goal. Work was of reasonable quality but may have required revision by other team members to meet quality standards. Work was usually completed by, or close to, agreed upon deadlines. | Did not complete a proportionate amount of work towards the team's goal. May have required prompting from team members to complete tasks. Work completed did not meet team quality standards or was not completed in a timely manner. |
| **Promotive interaction** (team members help and support each others' efforts to learn. This can occur during face to face meetings, or in virtual settings as agreed upon by the team. | Attended and actively participated in all team meetings. Responded to all team communication within the timelines agreed upon by the team. Offered support to other team members as needed. | Attended most or all team meetings. Generally responded to communication from other team members in a timely manner. May have required some prompting from others to engage in team communication. | Missed team meetings without providing appropriate notice to the group. Did not respond to communication in a timely manner. May have hindered the progress of the overall project. |
| **Interpersonal Communication Skills** (successful teams put into practice the skills they have learned about leadership, building trust, active listening, respecting diversity, communication, and problem solving). | Positively contributed to a team atmosphere of trust, respect, active listening, and problem solving. When conflict arose, used respectful and agreed upon procedures to resolve the conflict. | Usually contributed to a positive team atmosphere, building trust and respect and using active listening. May have occasionally responded unproductively to conflict. | Engaged in interpersonal interactions that were detrimental to building a trusting and respectful team environment. Did not engage in productive conflict resolution strategies. |