

	1	2	3	4	
Dimensions of the Collaborator	Needs Improvement	Emerging	Competent	Accomplished	Rating of 1-4
Articulating one's own role on the team and the roles of others	Minimal understanding of who does what.	Is able to explain some of information about their role, and/or the roles of other team members.	Is able to explain most of the information about their role and/or the roles of other team members.	Is able to explain about each team member's role, including self. Has documented the role on the team including self.	
Integrating team members' diverse viewpoints.	Minimally seeks out viewpoints from others in making decisions.	Requests and listens to some member viewpoints. However, integration of viewpoints is sporadic in decision making.	Actively contributes and seeks viewpoints from members. Team members are treated with respect and decisions involve others.	Ensures that all members feel heard and that their viewpoints are respected. Viewpoints are documented and involved in the decision making process.	
Motivating and supporting others on the team	Creates an atmosphere that is individualistic and competitive rather than supportive and motivating.	Establishes a general feeling of respect but not all team members feel motivated and supported.	Creates a supportive team environment where the majority of members feel heard. Motivates team so that they also feel able to seek support.	Listens to all ideas and treats team members with respect. Acknowledges the work of each person. Communicates effectively while motivating and providing assistance to team members.	
Building upon or synthesizing the contributions of others	Rarely listens to and/or recognizes value in others' ideas.	Demonstrates attention to others' input, but is unable to consistently integrate or expand on others' contributions.	Regularly exhibits appreciation for others' ideas and often can connect and expand those thoughts to the work of the group.	Intentionally and consistently advances the work of the group by summarizing and articulating the merits of others' ideas and proposing solutions that build on others' contributions.	

	1	2	3	4	
Dimensions of the Collaborator	Needs Improvement	Emerging	Competent	Accomplished	Rating of 1-4
Offering ideas, suggestions, alternative solutions, and feedback.	Does not offer ideas, suggestions, alternative solutions or feedback to team members.	Offers few ideas, suggestions, alternative solutions or feedback to team members.	Regularly offers ideas, suggestions, alternative solutions or feedback to team members.	Consistently offers ideas, suggestions, alternative solutions or feedback to team members.	
Accounting for one's own assigned role and responsibilities on the team	Is not able to provide information about one's role on the team, does not seek responsibility.	Is able to share a few pieces of information about their role within the team, seeks minimal responsibility for their role.	Is able to share all major pieces of information about their role within the team, seeks responsibility in line with their given role.	Is able to share all information about their role and responsibility within the group. Exercises responsibility to the group.	
Negotiating, managing, and resolving conflicts when they arise	When conflict occurs, does not seek to resolve the issue.	Begins to resolve conflict with discussion and compromising.	Resolves conflict with open discussions and compromising.	Facilitates the participation of all team members in conflict resolution with open discussions and compromising.	