

3.1.6 **Individual and team work:** An ability to work effectively as a member and leader in teams, preferably in a multi-disciplinary setting.

Global Objectives	Indicators	Instruction/L.O.	Assessment	Fails	Below Expectations	Meets Expectations	Exceeds Expectations
Demonstrate ability to establish and monitor team organizational structure	<ul style="list-style-type: none"><li>Establish and codify norms of practice (e.g. rules, roles, charters, etc)</li><li>Re-assessment and refinement of the team’s norms of practice during the course of a project</li><li>Quantify individual contributions to a team activity through attribution tables or reflections</li></ul>			few norms; little use of norms; rarely contributes to meetings	Some norms; adequate use of norms; sometimes discusses with team members	Many norms; consistent use of norms; regularly contributes to team meetings	Always follows norms; always contributes at meetings; updates norms during the term
Demonstrate ability to promote team effectiveness through individual action	<ul style="list-style-type: none"><li>Apply formal models of team and individuals (e.g. psychometrics, team role models, etc) to adapt individual actions to team norms</li><li>Demonstrate effective communication within the team (as assessed by TA observation and/or individual reflection)</li><li>Demonstrate trust and accountability within the team (as assessed by TA observation and/or individual reflection)</li></ul>			Underdeveloped knowledge and little use of an organizational model; rarely provides constructive communication given	Some knowledge and use of an organizational model; some constructive communication given	Good knowledge and use of organizational models; regular constructive communication given	Thorough knowledge and use of organizational models; always provides constructive communication
Demonstrate success in a team based project	<ul style="list-style-type: none"><li>Completion of a successful team project</li><li>Presentation of results as a team, with smooth integration of contributions of all individual efforts</li></ul>			Inconsistent contribution to technical success	Some contribution to technical success	Regular and consistent contribution to technical success	Always contributing to technical success and to others success
				Little evidence of willing participation	Some evidence of willing participation	Regular evidence of willing participation	Strong evidence of willing and supportive participation