

CT1 2026 Scoring Guidance

Team Working

Demonstrates the capacity to work effectively with others, showing understanding of team working and appropriate leadership.

| | 1 Unsatisfactory | 2 Weak | 3 Typical | 4 Very Good | 5 Outstanding |
|--------------------------------|--|---|---|--|---|
| Team composition and structure | Showed no awareness of their role in a team and did not acknowledge role of others | Showed awareness of their role in a team but did not acknowledge role of others | Showed awareness of roles of team members and themselves | Showed awareness of roles of team members and themselves, and of how tasks should be matched to competence of team members | Showed they know how a well functioning team should be structured, ensuring capabilities of all team members are utilised effectively to achieve common goal. |
| Effectiveness | Didn't demonstrate any methodology and importance of effective teamwork for delivery of patient care | Made some reference to teamwork and it's methodology with respect to delivery of patient care | Described methodology and importance of effective teamwork for delivery of patient care | Described, with examples, the methodology and importance of effective teamwork for delivery of patient care | 4 + described team development and flexibility/ collaboration between different teams for delivery of patient care |
| Candidate examples | Unable to provide an example of a team they have worked in | Gave an example of a team they have worked in but unable to describe their role in it | Gave an example of a well/ poorly functioning team and their role within it. | 3 + described how formal team structures did/ did not contributed to effectiveness of team | 4 + described their individual or the teams methods of development/ improvement to ensure effectiveness of team |
| Leadership | Didn't show awareness of importance of team leader. | Showed awareness of importance of team leader, but didn't describe how a team can be led. | Showed awareness of importance of team leader and how they can lead a team. | Able to describe qualities of good team leader | Able to describe qualities of a good team leader and how these relate to high performing teams |
| Development | Didn't show awareness of training required appropriate to team roles | Showed awareness that members of team will have different levels of training | Able to describe how team members competence should be appropriate to role in team | As well as competence, describes importance of ongoing learning and development of team members | As 4 + describes importance of developing team working skills- eg SIM training/ insitu team training |

NB: Candidates are not expected to cover all aspects above, the question being asked will determine which aspects of the subject should be covered.