













Scoring Guidance – Team Working

Capacity to work effectively with others and demonstrate appropriate leadership

1 Unsatisfactory	2 Weak	3 Typical	4 Very Good	5 Outstanding
Lacked awareness of performance of team members		Showed awareness of the level of competence of team members		Ensured that the capabilities of whole team match tasks
Showed no evidence of understanding others needs or concerns		Negotiated & compromised appropriately with team members		Always confirmed understanding & instructions, communicated plans clearly
Was rude or offhand to other team members		Built rapport with other team members		Remained very sympathetic & considerate to all other team members
Failed to delegate & demonstrate leadership		Delegated effectively		Demonstrated leadership with authority and justification
Pursued complex tasks with no additional support		Called for help when needed		Called for appropriate help with clear instructions
Was confrontational & critical of other team members		Maintained a non-confrontational approach		Maintained a very participative non-confrontational approach