

ST4 2025 Scoring Guidance
Team Working

Demonstrates capacity to work effectively with others and demonstrate appropriate leadership and communication

1 Unsatisfactory	2 Weak	3 Typical	4 Very Good	5 Outstanding
Lacked awareness of performance of team members and themselves.	Showed awareness of their own performance but unable to recognise performance of others.	Showed awareness of the level of competence of team members and themselves.	Showed awareness of their own competence and that of others and matched tasks to team members most of the time.	Extremely capable. Ensured that the capabilities of whole team matched tasks.
Showed no evidence of understanding others needs or concerns. Did not communicate plan clearly.	Showed some understanding of clinical scenario but plans were not clear and easily swayed in decision making.	Negotiated & compromised most of the time when challenged. Plans confirmed but not always clearly communicated.	Good negotiation. Compromised where needed. Plans conformed and always communicated.	Negotiated and compromised effectively. Always confirmed understanding of scenario, with clear communication. Working beyond CT3 level or equivalent.
Was rude or off hand to other team members, unable to build rapport.	Was confrontational at start but when challenged accepted and changed .	Built rapport with other team members. Typical of CT3 or equivalent .	Calm, sympathetic and considerate.	Calm, sympathetic and considerate, working at a level higher than CT3 or equivalent.