

ST4 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.