

Teamwork Badge Rubric

The Teamwork Badge recognizes students who demonstrate the ability to collaborate effectively, manage team dynamics, and contribute to shared goals in professional and academic settings. This self-paced, competency-based learning experience is delivered through a Pressbook format as part of the Proactive Thinker Microcredential series. To earn the badge, students must accumulate at least 15 points, with all competencies rated Competent (3) or above, and complete all required activities in the self-paced Pressbook.

Competency & Definition	Example Activities	Developing (1 Point)	Competent (3 Points)	Accomplished (5 Points)
Building Collaborative Relationships <i>Develop the ability to foster trust, communicate effectively, and work toward shared goals in team settings.</i>	<ul style="list-style-type: none"> - Complete a self-reflection on past team experiences and challenges. - Analyze a real-world team scenario and identify factors that contribute to effective collaboration. 	Struggles to engage in team settings, has difficulty building trust, and lacks awareness of collaborative practices.	Builds positive relationships with teammates, demonstrates basic trust-building behaviors, and supports shared goals.	Consistently fosters trust and collaboration, ensures equitable participation, and proactively supports team success.
Conflict Resolution & Team Dynamics <i>Effectively manage conflict, interact with diverse personalities, and navigate ambiguity with resilience.</i>	<ul style="list-style-type: none"> - Review a case study on team conflict and propose resolution strategies. - Complete a self-assessment on personal conflict management style and reflect on improvement strategies. 	Avoids or mishandles conflict, struggles to navigate differing perspectives, and lacks resilience in team settings.	Identifies conflicts and applies basic resolution strategies while maintaining professionalism.	Effectively mediates conflicts, facilitates discussions, and applies strategies to strengthen team relationships.
Accountability & Shared Responsibility <i>Take responsibility for individual and team deliverables while contributing to shared goals.</i>	<ul style="list-style-type: none"> - Develop a personal action plan for contributing to a team project. - Reflect on a time when accountability (or lack of it) impacted team success. 	Has difficulty recognizing individual responsibilities in a team setting; may not follow through on commitments.	Takes responsibility for tasks and demonstrates an understanding of how individual contributions impact team success.	Proactively leads by example, ensuring accountability and supporting others in meeting shared goals.

<p>Leveraging Strengths & Diversity in Teams <i>Use personal strengths, knowledge, and talents to complement those of others, appreciating diverse perspectives and contributions.</i></p>	<ul style="list-style-type: none"> - Identify personal strengths and working styles through a self-assessment. - Analyze how diverse perspectives enhance teamwork using an example or case study. 	<p>Struggles to recognize or incorporate diverse perspectives in teamwork; may not leverage personal strengths effectively.</p>	<p>Identifies and applies personal strengths in teamwork; considers diverse perspectives when making decisions.</p>	<p>Actively integrates diverse strengths and perspectives to enhance team performance, fostering innovation and inclusion.</p>
<p>Effective Team Communication <i>Listen actively, engage with diverse viewpoints, and contribute to a shared vision using professional communication strategies.</i></p>	<ul style="list-style-type: none"> - Write a team communication plan outlining strategies for clear and respectful interactions. - Reflect on the impact of active listening in professional team settings. 	<p>Struggles to listen actively or contribute effectively to team discussions; may not adapt communication style to team needs.</p>	<p>Communicates clearly and respectfully in team settings; listens actively and incorporates feedback.</p>	<p>Demonstrates advanced communication skills, adapts messaging to diverse audiences, and ensures inclusive dialogue.</p>

This badge aligns with [NACE Career Readiness](#) competencies for Teamwork, ensuring students build essential skills for working in teams across diverse professional environments.