

TASK COMMUNICATION		LOW	HIGH	
REFLECTIVE LISTENING	Interrupting, side conversations		Attentive; asking questions or participating; eye contact, acknowledgements	
TEAM DIALOGUE / ENGAGEMENT	Poor participation in discussions		Meaningful discussion. All members participate	
INFORMATION SHARING	information unclear ,uses discipline-specific vocabulary w/o explaining		Share Information; clear, sufficient, organized. SBAR when appropriate	
COLLABORATIVE DECISION-MAKING	Decisions not inclusive		Final decisions synthesize ideas; all have opportunity for input	
<b>ROLES and LEADERSHIP</b>				
ROLES & RESPONSIBILITIES	R&R underutilized; professional perspectives ignored		Team <u>utilizes</u> professional roles and responsibilities of all	
MUTUAL SUPPORT	Poor support or assist when needed		Assisting each other; compensates when members are overwhelmed/not present	
LEADERSHIP	Leadership not shared; inappropriate dominance tolerated		Leadership shared; members cooperate with appropriate leadership; leader facilitates team focus	
<b>INTERPERSONAL COMMUNICATION</b>				
PSYCHOLOGICAL SAFETY	Don't share feelings, thoughts or weaknesses with honesty		Trustful relationships apparent ; honest conversation, feedback, questions	
FEEDBACK Give	Team tolerates critical/judgmental feedback; feedback does not offer improvement ideas		Feedback is constructive, specific, non-judgmental; Improves the team function; situation appropriate for team or individual	
FEEDBACK Receive	Recipient gets defensive; ends on negative note		Feedback used as opportunity for team improvement; facilitates self-assessment	
CONFLICT MANAGEMENT	Conflicts/ disagreements left unresolved		Team demonstrates process to resolve differences positively	
<b>TEAM PROCESS</b>				
TEAM SITUATION MONITORING	Ignores poor team functioning. Members do not speak up		Need for action is addressed through team tools; members monitor / recognize /correct team functioning	
TEAM ORIENTATION	Individual goals more than team goals		Members voice value of multiple perspectives and expertise	
ACCOUNTABILITY	Team tolerates lack of accountability		Follows-up on tasks. Reminds team and individuals	
ADAPTABILITY	Fails to recognize required or potential for positive change; Unwilling/unable to change		Recognize and discuss needed change; open discussion to change processes	
<b>RATING SCALE</b>				
1. Routine uncorrected poor behaviors; no team correction; no skill criteria met; needs significant improvement	2.Few positive behaviors; few skill criteria met; mostly uncorrected poor skills; needs improvement; not acceptable	3. Mixed; some poor, some positive; attempts to correct not fully effective; acceptable as a novice team	4. Frequent positive behaviors; most skill criteria present; no overt poor skill; developing skill; solid, mostly strong	5. Consistent, advanced positive behaviors; exemplify high functioning team on this behavior; all skill criteria present; excellent, strong behavior