

# CAREER READY PRACTICE



## #12 Work Productively in Teams While Using Cultural/Global Competence

Career-ready individuals positively contribute to every team whether formal or informal. They apply an awareness of cultural differences to avoid barriers to productive and positive interaction. They find ways to increase the engagement and contribution of all team members. They plan and facilitate effective team meetings.

Individual Competencies	4 Exceeds Competency	3 Meets Competency	2 Approaching Competency	1 Not Yet Reached Competency	Keyword(s)	Points Given
Participate actively, as well as be reliable and punctual.	Consistently provides useful ideas when participating in the group and in classroom discussion, is reliable, and always punctual.	Provides useful ideas when participating in the group and in classroom discussion, is reliable, and punctual.	Sometimes participates in group and classroom discussions. Is not always on time or reliable.	Does not participate in group or classroom discussion. Cannot be counted on and is consistently late.	Engaging actively and respectfully	
Collaborate and cooperate effectively with teams.	Consistently listens to others and their ideas; helping them to develop their ideas while giving them full credit; helping the team reach its full potential.	Listens to other' points of view; always uses appropriate and respectful language; tries to make a definite effort to understand others' ideas.	Sometimes listens to others, and often assumes others' ideas will not work; tries to work well with the team.	Is argumentative with others; does not listen to groups opinions and ideas; wants things done their way and does not listen to alternate approaches.	Respecting other ideas	
Be open and responsive to new and diverse perspectives; incorporate group input and feedback into the work.	Consistently and thoroughly listen to diverse views and incorporates in work.	Listens to diverse views and incorporates in work.	Listens to diverse views but does not effectively incorporate in work.	Does not listen to other views.	Listening well	
Demonstrate ability to work effectively and respectfully with diverse teams.	All statements, responses, and body language are respectful and appropriate. Always listens to, shares with, and supports the efforts of others.	Listens to, shares with, and supports others. Statements and responses are respectful and appropriate body language is exhibited.	Most statements, responses, and body language are respectful; occasionally a negative tone. Does not always listen to, share with, or support the efforts of others.	Statements, responses, and/or body language are consistently not respectful. Rarely listens to, shares with, and supports the efforts of others.	Sharing and supporting	

Exercise flexibility and willingness to be helpful in making necessary compromises to accomplish a common goal.	Always demonstrates compromise, allowing the group to meet its full potential.	Is willing to compromise with group to accomplish a common goal.	Attempts to compromise with group to accomplish a common goal, but sometimes interferes group from meeting its full potential.	Typically does not compromise with group to accomplish a common goal, and often interferes with group from meeting its full potential.	Open to compromise	
Assume shared responsibility for collaborative work, and value the individual contributions made by each team member.	Motivates all members to share in contributions equally by valuing all members' ideas and contributions.	Participates and contributes to group's work equally. Values all members' ideas and contributions.	Attempts to share responsibility of group's work, but ends up completing little of the work, by disregarding the input of others in group.	Does very little of the group's work and does not share or respect others' ideas.	Participating	
Understand, negotiate, and balance diverse views and beliefs to reach workable solutions, particularly in multi-cultural environments.	Understands, negotiates, and balances diverse views and beliefs to reach workable solutions, particularly in multi-cultural environments in many situations.	Understands, negotiates, and balances diverse views and beliefs to reach workable solutions, particularly in multi-cultural environments.	Attempts to understand, negotiate, and balance diverse views and beliefs to reach workable solutions, particularly in mono-cultural environments.	Rarely attempts to understand, negotiate, and balance diverse views and beliefs to reach workable solutions, especially not in multi-cultural environments.	Balancing all views	
Respect cultural differences and works effectively with people from a range of social and cultural backgrounds.	Always respects, interacts, and works positively with individuals from other social and cultural groups and seeks opportunities to learn from diverse perspectives.	Respects, interacts, and works positively with individuals from other social and cultural groups.	With guidance, can generally respect, interact, and work positively with individuals from other social and cultural groups.	Exhibits no respect, poor interaction, and an inability to work positively with individuals from other social or cultural groups.	Understanding culture	

Act responsibly with the interests of the larger community in mind.

Is an integral part of a community organization or event and thoughtfully reflects on the importance of their involvement within the community.

Contributes to a community organization or event and reflects on the importance of their involvement within the community.

Participates in, but does not contribute to, community organization or event and attempts to reflect on their involvement within the community

Does not contribute to a community organization or event nor reflects on the importance of involvement within the community.

Understanding the larger community

TOTAL POINTS GIVEN:\_\_\_\_/9=\_\_\_\_SCORE