CAREER READY PRACTICE

#4 Collaborate Productively While Using Cultural & Global Competencies

Career-ready individuals are able to work effectively in diverse teams to successfully accomplish a goal in both in-person and virtual environments. This Career Ready Practice includes understanding team dynamics, respecting diverse perspectives, demonstrating empathy, and contributing positively to team outcomes. Effective collaboration leverages the strengths of team members, enhances problem-solving, and leads to innovative solutions by recognizing that each team member has something unique to contribute. Preparing to work in diverse teams ensures readiness for the collaborative nature of modern workplaces and requires recognizing biases and advocating for inclusive practices. Cultivating an inclusive environment not only enhances team dynamics but also drives innovation and reflects positvely on organizational culture.

Individual Competencies	4 Exceeds Competency	3 Meets Competency	2 Approaching Competency	1 Not Yet Reached Competency	Keyword(s)	Points Given
Exercise flexibility and willingness to be helpful in making necessary compromises to accomplish a common goal and diffuse possible conflict.	Always demonstrates compromise, allowing the group to meet its full potential while diffusing conflict.	Is willing to compromise with group to accomplish a common goal and tries to diffuse conflict.	Communicates only to inform or instruct.	Communicates only to inform and does not demonstrate communication for other purposes.	Conflict Resolution	
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.	Creates a presentation but does not effectively address/communicate using both verbal and nonverbal communication.	Either creates a presentation but does not present, or fails to complete the presentation, thus does not communicate using both verbal and nonverbal communication.	Cultural Awareness & Competence	
Act responsibly with the interest of the larger community in mind.	Is an integral part of a community organization of 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.	Networking	

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 and in many situations.	Understands, negotiates, and balances diverse views and beliefs to reach workable solutions, particularly in muti-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 in multi-cultural environments.	Recognizing and Mitigating Biases	
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, with 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.	Teamwork & Collaboration	

TOTAL POINTS GIVEN:_____/5=_____SCORE