

## Appraising Team Work

When observing team work, the following elements become evident:

### 1. Cooperative Spirit

- Positive attitudes and reinforcement of all team members
- Absence of negativism
- Ability to work through disagreements in constructive rather than destructive manner
- Ability to work on solution together utilizing the combined skills of all team members
- Ability to come to a consensus for the purpose of solving a challenge

### 2. Team Identified Roles

- Tasks divided equally among the team
- Leader's role is identified immediately or at some point in time
- Roles pre-assigned prior to arrival at challenge site

### 3. Acceptance of Ideas of Others

- Sharing of ideas
- Respect for ideas of others

### 4. Diversity of Ideas

- Numerous ideas
- Numerous categories of ideas

### Score Range

#### Low

- Dominating individual who limits participation of others
- Cooperation is minimal
- Little sharing of ideas

#### Med/Low

- Some evidence of individual team member roles
- Some cooperation
- Some evidence of accepting ideas of others

#### Med/High

- Acceptance of team roles above average
- Good cooperation
- Sharing and acceptance of ideas of others

#### High

- Leadership and team roles are easily identified
- Diversity of skills mutually respected and evident
- Team dynamics are exemplary