

Outcome #5: Work effectively with others on complex natural resource problems

	Exemplary	Competent	Emerging	Undeveloped
Attends group meetings and contributes to the work of groups/teams	Consistently attends group meetings; contributes to community-building and a positive work environment; consistently and respectfully listens; reflects on own previous experience and assembles resources that could inform work; identifies opportunities to “lead from within”; is always prepared	Usually attends group meetings; often helps build community and positive work environment; consistently listens; often reflects on previous experiences and provides resources that could inform work; may provide leadership; is usually prepared	Sometimes attends group meetings; may participate in community building; does not consistently listen to others, is sometimes able to link work to previous experience; is not always prepared	Occasionally attends group meetings, does little to contribute to community building; rarely listens; rarely links work to previous experience; often is not prepared
Provides support to group/team members, manages conflict	Consistently contributes to work led by others, is mindful of plans developed by others; seeks out other perspectives; values and contributes to value for diverse perspectives within group; provides ideas and guidance to resolve conflicts within group	Often contributes to work led by others; is aware of plans developed by others; values diverse perspectives, usually participates effectively in conflict resolution	Sometimes contributes to work led by others; may be aware of plans developed by others, is aware of diverse perspectives, is aware of conflicts	Rarely contributes to work led by others, unaware of plans developed by others, does not recognize value of diverse perspectives, ignores conflicts
Participates in definition of members’ roles and collective decision making	Clearly recognizes members’ expertise and experience; contributes to allocation of responsibility and empowers group members; moves group toward problem identification; facilitates consensus building and action planning	Usually recognizes members’ expertise; recognizes need to delegate and allocate responsibility, participates in problem identification, participates in consensus building and action planning	Sometimes recognizes members’ expertise, is amenable to allocation of responsibility, sometimes participates in consensus building	Does not recognize other members’ expertise; is unwilling to participate in delegation of responsibility, resists participation in consensus building
Participates in establishing goals and documenting work to achieve goals	Determines desired goals; identifies and evaluates multiple potential ways of achieving goals; gives and gracefully receives constructive feedback; maintains record of group work and products developed	Is aware of desired goals; usually identifies ways of achieving them; gives constructive feedback and sometimes recognizes feedback for self; is aware of group work processes and products	May be aware of desired goals, can agree with others on ways to achieve them; is able to provide feedback but less able to receive it, is aware of group products	May not be aware of desired goals, is unable to agree with others on ways to achieve them, is unable or unwilling to give/receive constructive feedback
Contributes to timely submission of group/team work	Creates and maintains time limits for work; identifies and works within constraints, responds to changes in circumstances that affect group work; stays on task	Is aware of time limits for work, is aware of time constraints, may respond to changes in circumstances that affect group work, stays on task	May be aware of time limits for work, does not recognize or respond to changes in circumstances that may affect group work, may not stay on task	Is not aware of time limits for work, does not acknowledge changes in circumstances; often is not on task