

TEAM LEADERSHIP

Effectively manages and guides group efforts; tracks team progress, adequately anticipates roadblocks, and changes course as needed to achieve team goals; provides appropriate feedback concerning group and individual performance, including areas for improvement.

NEEDS IMPROVEMENT	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS
<p>Goal Setting Fails to involve team in defining goals and planning the ways to achieve success.</p>	<p>Involves team members in defining ways to achieve desired results and defining expectations about how team members will work together to accomplish goals.</p>	<p>Engages team members in goal setting; gains commitment and encourages mutual accountability among team members.</p>
<p>Progress Monitoring Does not maintain an understanding of where the team is toward reaching its goals or provide reports on team progress.</p>	<p>Monitors team performance and provides updates to team members and relevant stakeholders on a regular basis.</p>	<p>Consistently monitors team performance and progress toward goals, takes action when progress is delayed or impeded, and provides complete and informative reports on progress.</p>
<p>Evaluation and Feedback Provides feedback to team members inconsistently or not at all; avoids presenting feedback that will not be well-received.</p>	<p>Provides both positive and negative feedback to team members to keep them on track toward meeting goals.</p>	<p>Sets up methods to evaluate overall team effectiveness and individual team member contributions; identifies performance issues and addresses them with team members.</p>
<p>Recognizing Key Accomplishments Fails to recognize positive contributions or achievement of results.</p>	<p>Shows appreciation when expected goals, milestones and results are realized.</p>	<p>Celebrates accomplishment of goals, milestones and results informally and through formal means (e.g., team of the quarter) when they are available and appropriate.</p>