

## Collaboration

Criteria	Expert	Practitioner	Apprentice	Novice
<b>Engages effectively with the members of his/her Personal Learning Network.</b>	Recognizes and uses the special talents of each team member. Engages network members to facilitate contributions from each, constructively building upon or synthesizing contributions of others, and inviting non-participants to engage.	Recognizes and uses the special talents of many network members. Engages network members to facilitate contributions by constructively building upon or synthesizing the contributions of others.	Recognizes and makes some attempt to use special talents of some network members. Engages network members to facilitate contributions by restating the views of other team members and/or asking questions for clarification.	Does not recognize or use special talents of network members. Engages network members by taking turns and listening to others without interrupting.
<b>Ensures contributions of self and others.</b>	In large and small group discussions, always clearly expresses helpful ideas. Is a leader in discussion, making it effective by asking probing questions, making sure everyone is heard, and responding thoughtfully to new information and perspectives.	In large and small group discussions, clearly expresses many helpful ideas, asks probing questions, and responds thoughtfully to new information and perspectives.	In large and small group discussions, sometimes shares helpful ideas. Makes the required effort to participate but no more. Sometimes expresses ideas clearly, asks probing questions, and elaborates in response to questions in discussion.	In large and small group discussions, rarely shares helpful ideas. Participates minimally or not at all. Does not ask probing questions, express ideas, or elaborate in response to questions in discussion.
<b>Objectively listens to dissent and alternate points of view, engaging in dialogue rather than debate.</b>	Spends a large amount of time listening, accurately paraphrasing others' ideas, and asking questions to understand diverse perspectives. Remains in control of emotions	Listens to others and can paraphrase another person's idea. Understands many different perspectives. Almost always remains in control of emotions.	Sometimes listens to others. If interested, can partially paraphrase another person's idea, but the focus is primarily on arguing their own point of view.	Sometimes laughs at, puts down, or gets angry at the ideas of others. Rehearses what to say instead of truly listening. Makes little or no attempt to see a different point of view.
<b>Negotiates and manages conflict.</b>	Addresses conflict directly, facilitates discussion of differences between group members, and helps to manage/resolve it in a way that strengthens overall group cohesiveness.	Identifies and acknowledges conflict and stays engaged with it through resolution, facilitating discussion of differences between group members.	Redirects focus toward common ground, toward task at hand (away from conflict).	Passively accepts alternate viewpoints/ideas/opinions.



## College Unbound Lifelong Learning Competencies

<p><b>Offers and receives constructive criticism.</b></p>	<p>Seeks opportunities to engage in analysis of own work and the work of peers, providing, welcoming, and using constructive criticism to revise and improve the work.</p>	<p>Actively participates in feedback sessions and offers many ideas and suggestions to peers. Graciously accepts and carefully considers the advice of peers.</p>	<p>Participates in feedback sessions when required. Accurately applies objective criteria in giving feedback. May disagree with feedback on their own work without careful consideration.</p>	<p>Is uncomfortable receiving constructive criticism. Lacks the knowledge or expertise to adequately critique the work of peers.</p>
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