

Leadership and Team Membership Rubrics

Date: _____ Evaluator: _____ Course: _____

Student being evaluated: _____

Requirement: Our MBA graduates shall have leadership and team membership skills needed for implementing and coordinating organizational activities and managing change. Students *will demonstrate these skills* by:

Leadership skills are defined as:	Poor	Fair	Good	Excellent	Score P, F, G or E
Identifying goals and directs followers toward them	Never would identify goals and direct followers toward them	Occasionally would identify goals and direct followers toward them	Frequently would identify goals and direct followers toward them	Most always would identify goals and direct followers toward them	
Providing the necessary information and resources to the team.	Never would provide the necessary information and resources to the team	Occasionally would provide the necessary information and resources to the team	Frequently would provide the necessary information and resources to the team	Most always would provide the necessary information and resources to the team	
Clarifying performance expectations and timeframes	Never clarified performance expectations and timeframes	Occasionally would clarify performance expectations and timeframes	Frequently would clarify performance expectations and timeframes	Most always would clarify performance expectations and timeframes	
Empowering others by encouraging dissent	Never empowered others by encouraging dissent	Occasionally would empower others by encouraging dissent	Frequently would empower others by encouraging dissent	Most always would empower others by encouraging dissent	

Team membership skills are defined as:	Poor	Fair	Good	Excellent	Score P, F, G or E
Identifying and recommends a change requirement to other team members	Never identified or recommended a change requirement to other team members	Occasionally identified and recommended a change requirement to other team members	Frequently identified and recommended a change requirement to other team members	Most always identified and recommended a change requirement to other team members	
Openly questioning and listening to other team members to achieve consensus on the required change	Never openly questioned or listened to other team members to achieve consensus on the required change	Occasionally openly questioned or listened to other team members to achieve consensus on the required change	Frequently openly questioned or listened to other team members to achieve consensus on the required change	Most always openly questioned or listened to other team members to achieve consensus on the required change	
Collaboratively developing and assessing multiple alternatives for achieving the change	Never collaboratively developed or assessed multiple alternatives for achieving the change	Occasionally was collaborative and developed or assessed multiple alternatives for achieving the change	Frequently was collaborative and developed or assessed multiple alternatives for achieving the change	Most always was collaborative and developed or assessed multiple alternatives for achieving the change	
Interactively developing an action plan for implementing the change	Never interactively developed an action plan for implementing the change	Occasionally interactively developed an action plan for implementing the change	Frequently interactively developed an action plan for implementing the change	Most always interactively developed an action plan for implementing the change	