1. Shaping and Working with a Task
   - Clearly defines a problem identification process
   - Accurately verbalizes a representation of the problem
   - Clearly defines a decision making process

2. Using Task Oriented Behaviors Appropriate to the Task
   - Effectively exhibits task oriented group behaviors such as leading, reinforcing, seeking information, etc.
   - Listens analytically and affectively, trying to understand a speaker’s frame of reference
   - Provides appropriate information before, during and following meetings
   - Thoughtfully includes multiple viewpoints in a discussion
   - Effectively demonstrates planning and implementation strategies for decisions
   - Effectively uses strategies to explore a wide range of possibilities, thus avoiding ‘group think’
   - Thoughtfully utilizes group techniques to promote effective decision-making
   - Effectively demonstrates consensus building skills
   - Reflectively draws upon an understanding of power dynamics to effectively lead and participate in groups
   - Effectively uses conflict management strategies to create win-win results

3. Using Interpersonal Behaviors Appropriate to a Situation
   - Effectively exhibits interpersonal behaviors such as using ‘I’ statements, verbalizing feelings, etc.
   - Uses effective repertoire of non-verbal body language to communicate positively
   - Effectively creates a physical environment conducive to the groups needs
   - Consistently behaves proactively
   - Consistently creates patterns of dialogue that are healthy for group participants

4. Using Reflection for Personal Growth in Task Oriented and Interpersonal Behaviors
   - Thoughtfully uses feedback to others to improve group skills
   - Accurately self assesses own performance related to both task and interpersonal behaviors
   - Consistently views feedback as a means of strengthening relationships and/or accomplishing the task
   - Thoughtfully reflects on stages of group development to analyze impact of own and others’ behavior

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