

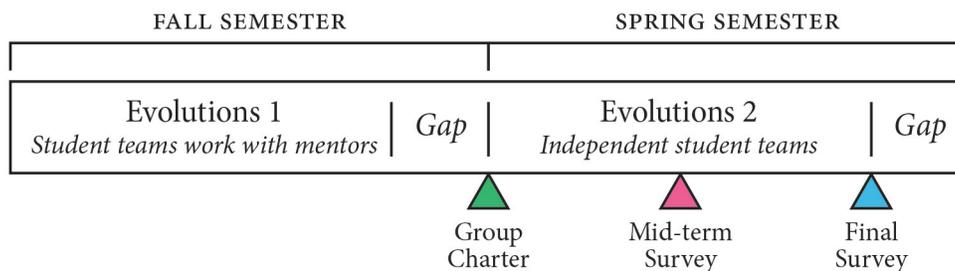
Disrupting Leadership Paradigms through Peer Mentorship: Continuing Student Teamwork & Leadership Development

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1. Modified Teamwork Rubric¹

| Teamwork skill | Shorthand | Capstone description |
|---|---------------------------|--|
| Contributes to team meetings | Team contributions | Helps the team achieve their best possible work by generating quality ideas, asking critical questions, and promoting discussion. |
| Facilitates the contributions of team members | Facilitation | Sets the team up for success through organization, preparation, communication, and paying attention to detail both in and out of team meetings. Proactively helps other team members completed their assigned tasks. Redirects the team's focus to the task at hand. |
| Individual contributions outside of team meetings | Individual responsibility | Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project. |
| Fosters constructive team climate | Climate | Supports a constructive team climate by doing the following: treating team members respectfully, having a positive attitude, motivating team members by having confidence about the importance of the task, and providing encouragement to team members. |
| Responds to conflict | Conflict | Addresses destructive conflict directly and constructively, helping to manage/ resolve it in a way that strengthens the overall team cohesiveness and future effectiveness. |
| Values diversity of teammates | Valuing diversity | Acknowledges, respects, and values difference of team members, such as disciplinary background, race, gender, nationality, and culture. Incorporates multiple perspectives in group work in a critical way that produces a whole greater than the sum of its parts. |
| Facilitates equal distribution of conversation and work | Equality | Encourages equal distribution of conversational turn-taking through active listening, encouraging others by asking questions. Ensures the division of labor on the team is fair. |

2. First-year Timeline

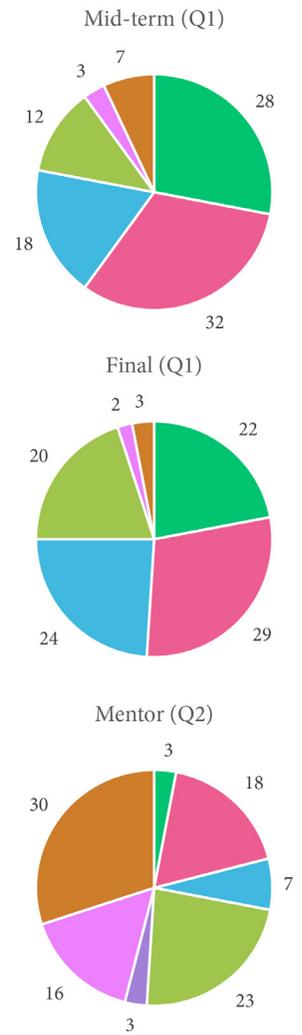
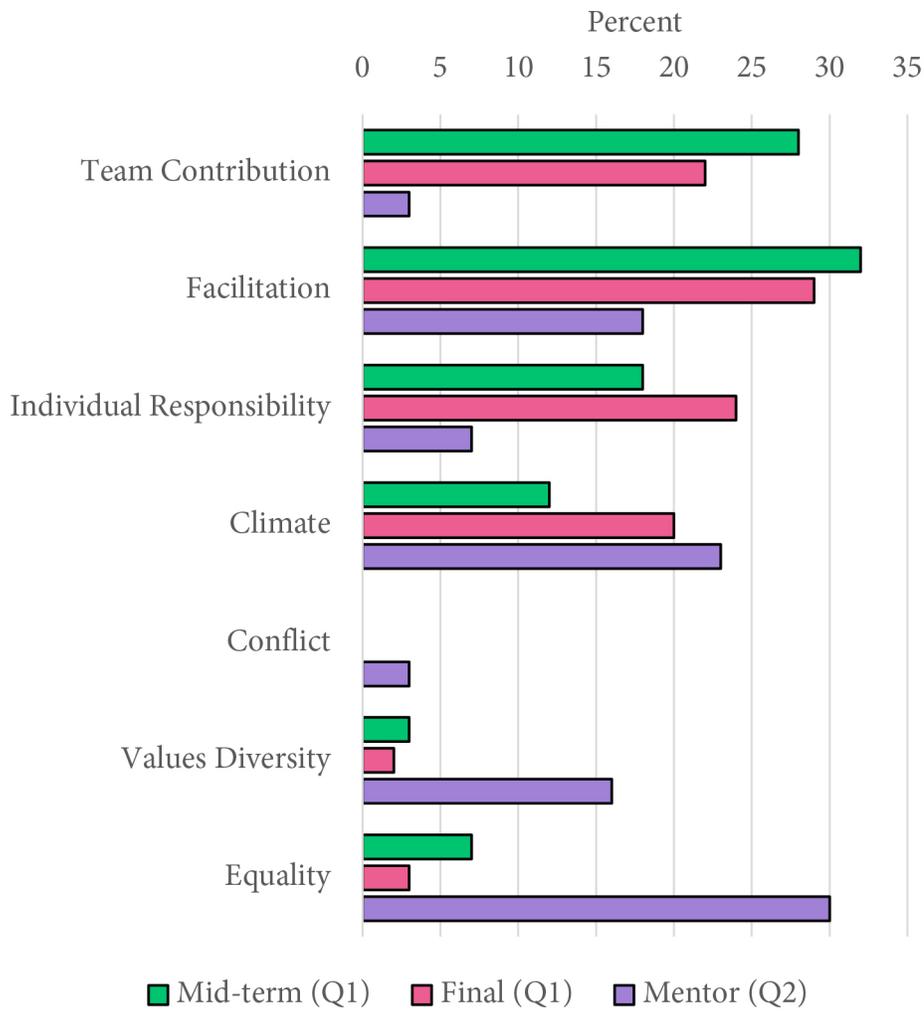


3. Survey Questions

- Q1. Think about the person you most appreciated having as a teammate. What did you appreciate about their contributions to the team?
- Q2. What was the most important thing you learned from your mentor last semester about teamwork that you were able to use this semester?
- Q3. Was there anything that you learned this year about how to effectively lead a team that surprised you or that you had not considered before?

¹This rubric was created using the Association of American Colleges and Universities (AAC&U) Teamwork VALUE Rubric. Retrieved from <https://www.aacu.org/value-rubrics>.

4. Comparison of Student Responses about Teamwork



5. Student Perceptions of Leadership

