

Competency Framework

Teamwork

Level	General Meaning	Teamwork is about a group of people that deliver more value & more quickly than a group of individuals. The 7 essential qualities of Teamwork are: (A) Having a common purpose, (B) Crystal clear roles, (C) Accepted leadership, (D) Effective processes, (E) Trustworthy relationships, (F) Excellent communication, and (G) Feeding back to each other.
4	Fully delivering	<p>7 of the essential qualities are being demonstrated regularly</p> <p>The Group is able to demonstrate that 7 of the essential qualities of Teamwork are happening regularly. For example, the Group (F) has communicates very well to each other day-to-day, and (G) feeds back to each other regularly.</p>
3	High level of delivery	<p>5 of the essential qualities are being demonstrated regularly</p> <p>The Group is able to demonstrate that 5 of the essential qualities of Teamwork are happening regularly. For example, the Group (D) has structure on what is to be done that is effective, and (E) the relationships across all members of the group are trusting.</p>
2	Some delivery	<p>3 of the essential qualities being demonstrated regularly</p> <p>The group is able to demonstrate that 3 of the essential qualities of Teamwork are happening regularly. For example, the Group has (B) roles for each person that have clarity for everyone, and (C) the group accept the leader & temporary leaders might run projects/other pieces of work.</p>
1	Early stages of delivering	<p>Some essential qualities being demonstrated irregularly</p> <p>The Group is able to demonstrate that some of the essential qualities of Teamwork are happening, but irregularly. For example, the Group (A) has a common purpose that they are all bought into delivering and dependant upon each other.</p>
0	Not delivering	<p>Described more as a group than as a team</p> <p>No essential qualities of Teamwork are being demonstrated: (A) Having a common purpose, (B) Crystal clear roles, (C) Accepted leadership, (D) Effective processes, (E) Solid relationships, (F) Excellent communication, and (G) Feeding back to each other.</p>

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