

## Skills for Sustainable Development Rubric

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**Name:**

- 1) *Reflect* on your use of the following skills in your most recent group work. What skills have you utilized so far? How have you used them? Give examples of your progress. Note any barriers to progress you have experienced.
- 2) Rate your performance.
- 3) Explain what you learned from completing this assignment at the bottom.

*Please note if there were specific aspects about instruction during this portion of this course that were especially helpful in the development of these skills.*

| <b>5 = Exceptional<br/>Accomplished Expert</b> | <b>4 = Above average<br/>Master Apprentice</b>  | <b>3 or 2 = Average<br/>Capable Apprentice</b> | <b>1 = Below average<br/>Beginner Apprentice</b> | <b>0 = No skill<br/>On-the-bench<br/>Apprentice</b> |
|--|---|--|--|---|
| <b>Effective<br/>Communication</b>             | <ul style="list-style-type: none"> <li>• Communication is clear, persuasive, &amp; meaningful</li> <li>• Dialogue is democratic</li> <li>• Dialogue is focused on solutions</li> <li>• Personal expression is heightened</li> <li>• Freedom of expression trumps criticism or dismissal</li> </ul>  |  |  |   |
| <b>Student reflection:</b>                     |   |  |  | <b>Self score =</b>                                 |
| <b>Collaboration &amp;<br/>Cooperation</b>     | <ul style="list-style-type: none"> <li>• Full participation in the process</li> <li>• Information is freely shared</li> <li>• High level of shared accountability</li> <li>• High level of inclusion among all members</li> <li>• Willingness to frequently adjust individual preferences for the good of the project</li> <li>• Consensus is built prior to decision making</li> <li>• Decisions are made democratically; leadership is shared; leadership is by example</li> <li>• Members are sometimes the leader, sometimes the follower</li> <li>• Learning is heightened by working together</li> <li>• Collaboration results an expansion of ideas</li> <li>• Project problems are solved creatively</li> <li>• Interaction denotes the following qualities: Tolerance, respect, friendly, cooperative, helpful, mutual understanding, reliability, adaptability, &amp; accountability</li> </ul> |  |  |   |

|   |   |                     |
|---|---|---------------------|
| <b>Student reflection:</b>  |   | <b>Self score =</b> |
| <b>Conflict resolution</b>  | <ul style="list-style-type: none"> <li>• Conflicts among group members are resolved in an equitable way through democratic discussion and debate</li> <li>• Resolutions are made collaboratively, rather than by vote</li> <li>• The “win” for everyone is identified &amp; pursued, versus an individual “win”</li> <li>• Intelligent listening leads to understanding</li> </ul>  |                     |
| <b>Student reflection:</b>  |   | <b>Self score =</b> |
| <b>Systems thinking</b>   | <ul style="list-style-type: none"> <li>• Social, environmental, &amp; economic perspectives are considered together rather than separately in brainstorming and making project decisions</li> <li>• Trade-offs are often formulated when striving to achieve balance between these three tenets</li> <li>• Human conflicts of interests are identified in the three components</li> <li>• The status quo is actively challenged and assumptions questioned</li> <li>• The impact of project decisions beyond business interests are understood</li> <li>• Uncertainty &amp; ambiguity related to solving problems of sustainability are tolerated; the absence of one right answer is accepted</li> <li>• Complexity is handled by breaking the larger part into smaller segments, then putting it back together</li> </ul> |                     |
| <b>Student reflection:</b>  |   | <b>Self score =</b> |
| <b>Values-focused thinking</b>  | <ul style="list-style-type: none"> <li>• Decision making is approached by first articulating the values of sustainability that the group wishes to strive for; the decision making process is an opportunity to create new alternatives; then opportunities to realize those values are targeted</li> <li>• Ethical thinking is utilized</li> <li>• Reflection upon personal experience is used as a resource</li> <li>• Values are articulated &amp; shared</li> <li>• Stakeholders are frequently considered in project decisions</li> </ul>  |                     |
| <b>Student reflection:</b>  |   | <b>Self score =</b> |
| <p><b>3) Explain what you learned from completing your most recent assignments.</b></p> |   |                     |

**INSTRUCTOR USE ONLY****Points assessed:****Instructor comments:****Reflection rubric**

| <b>Technical</b>  | <b>Descriptive reflection</b>  | <b>Dialogic reflection</b>   | <b>Critical reflection</b>  |
|---|--|--|---|
| <ul style="list-style-type: none"><li>• Not reflective</li><li>• Simplistic description of events or literature</li><li>• No attempt to provide reasons/justification</li></ul> | <ul style="list-style-type: none"><li>• Description of events</li><li>• Some justification or reasoning</li><li>• Recognition of alternative viewpoints</li><li>• Technical style of reporting</li></ul> | <ul style="list-style-type: none"><li>• Stepping back from events/actions</li><li>• Discourse with self</li><li>• Exploration of alternative explanations or alternatives</li><li>• Analytical &amp; integrative</li></ul> | <ul style="list-style-type: none"><li>• May include thought about one's effect on others</li><li>• Awareness of multiple perspectives, historical, &amp; socio-political contexts</li><li>• Argument evaluation of person &amp; external factors &amp; perspectives</li></ul> |