**Key Account Management**

**SAM2WIN Simulation** 1.24.2022

**Peer Evaluation Rubric**

**Evaluator ­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Group Member** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Total points earned \_\_\_\_\_\_\_**

An important part of any **group project** is the process of ensuring fair contribution from each member of the team. A peer evaluation or review is a mechanism used for **evaluating** participation and performance for projects facilitated by a team for specific task. The peer evaluation is typically completed by all the members of the same team. And a p**eer evaluation** is a part of the learning process as it is used to access the effectiveness of the team process.

The corporate workplace is driven by individuals who spend the majority of the time working on projects on a team. T**eamwork** is very **important** in the workplace as it brings individuals together from different and diverse **backgrounds** and levels of knowledge and experience. Consequently, projects which involve teamwork also serve as an opportunity for professional development and learning. Research has shown teams are typically more productive, creative, effective and motivated than individuals who work independently.

**Benefits of Teamwork**

Whatever form the teamwork takes, the opportunity to work with others, rather than on your own, can provide distinct benefits.

1. **Increased productivity and performance**: teams that work well together typically achieve much more than individuals working on their own. A broader range of skills may be developed and applied to activities and sharing and discussing ideas may play a pivotal role in deepening your understanding of a particular subject area.
2. **Skills development**: being part of a team helps to build interpersonal skills such as speaking and listening as well as team working skills such as critical thinking, leadership, collaborating working with and motivating others. These skills will be useful throughout your career and all are valued by employers.
3. **Knowing more about yourself**: collaborating with [others](http://www2.le.ac.uk/offices/ssds/sd/ld/resources/study/group-projects) may help identify strengths and weaknesses (for example, you may determine you are a better leader than listener, or you might be good at coming up with the 'big ideas' however not so good at putting the ideas into action). Enhanced self-awareness may help build more effective and efficient learning processes. And the new knowledge and skills will be invaluable in the writing of the resume or completing job application forms and or the preparation for the interview.

Reference: University of Leister -www.le.ac.uk/oerresources/ssds/studyskills/page\_85.htm

Please assess the participation and performance of each team member using the following criteria. The evaluator has a maximum of 100 points to allocate to each team member. Assign between 1-20 points to each of the five criteria. Each one of the 5 evaluation criteria is worth a maximum of 20 points

The professor will consider your feedback in assigning the participation grade for the project. Please try to be as honest and fair as possible in your assessment.

**Evaluation Criteria**

**Points**

90-100 Excellent work; was a crucial component of the team’s success and project outcomes

89- 89 Sufficient effort; contributed adequately to group

70-79 Marginal effort; limited contribution

60-69 Minimal or weak effort; was detrimental to team

0-59 No meaningful participation

**Criteria**

Assign between 1-20 points to each of the five criteria;each of the 5 criteria is worth a maximum of 20 points

\_\_\_\_\_ 1. Participated in developing ideas and assumptions; engaged in the decision making and planning process; showed ease and familiarity with the course and simulation materials.

\_\_\_\_\_ 2. Responded well to conflict, using the conflict as an opportunity to learn; showed willingness to discuss other’s ideas while helping to build a group consensus on next steps to move the project forward to a positive outcome.

\_\_\_\_\_ 3. Demonstrated cooperation with other group members; showed interest and enthusiasm in the project development processes and completing the project deliverables.

\_\_\_\_\_ 4. Participated in leading/facilitating group discussion; encouraging group members to express opinions and was respectful to other’s opinions.

\_\_\_\_\_ 5. Served an important role throughout the decision-making and planning process; voicing relevant opinions; did not dominate or control the conversation or the project planning and activities.

**Total points earned \_\_\_\_\_\_\_**