

Read all instructions first!

Group Evaluation Form

(Confidential—do not discuss your evaluations with others!)

At the bottom of this page, evaluate all members of your group (including yourself) according to the *quality* and *quantity* of their effort. Also, identify any tendency toward *dysfunctional meeting behaviors*. Use the following descriptions as a basis for your evaluations.

<i>Rating</i>	<i>Quality</i>	<i>Quantity</i>	<i>Dysfunctional Meeting Behavior</i>
5	Truly professional quality in everything he/she did.	Did everything that was asked, and took initiative to do more.	<i>Controller</i> tries to dominate and manipulate the group interaction to achieve his/her objectives.
4	Good quality—very few problems in work done.	Did everything that was asked; completed everything on time.	<i>Blamer</i> is too critical and finds fault with others and their ideas.
3	Average quality—a few noticeable weaknesses.	Did almost everything that was asked; completed most work on time.	<i>Pleaser</i> attempts to avoid conflict by giving in. Uncomfortable with asserting his/her opinions; backs down too easily.
2	Marginal quality—quite a few problems found in work	Did less than was asked; needed prodding.	<i>Distracter</i> deflects attention away from the task with jokes or comments about unrelated matters.
1	Unacceptable quality—work required re-doing by someone else.	Did little that was asked; was a negative influence on the group.	<i>Ghost</i> withdraws and doesn't participate enough; reflects indifference.

Rate yourself on the first line and your team members on the subsequent lines. Be realistic and honest in your evaluations—don't give two people the same rating when they really don't deserve it. Only truly exceptional people should be given a "5" rating. Write additional comments as needed. Your evaluations will be kept confidential.

[illegible]