



Team Player Scorecard

Instructions for Leaders:

For each team member, rate them on the following characteristics using the scale:

- 1 = Rarely / Needs Development
- 2 = Sometimes / Developing
- 3 = Often / Competent
- 4 = Consistently / Exemplary

Add comments to provide examples or context.

Trait	Description	Rating (1-4)	Comments / Examples
Self-Aware and Reflective	Understands their strengths, weaknesses, and emotional triggers. Reflects on their impact and takes feedback to grow.		
Emotionally Intelligent	Reads the room, empathises, navigates conflict, and builds trust. Listens to understand, not just to reply.		
Purpose-Driven and Values-Led	Connects personal values to team mission, motivated by the "why" as much as the "what." Shows commitment and intrinsic motivation.		
Open-Minded and Curious	Willing to explore new ideas, challenge assumptions, and learn from others. Encourages team learning.		



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Trait	Description	Rating (1-4)	Comments / Examples
Respectful and Inclusive	Values diverse perspectives, creates space for all voices, and supports psychological safety.		
Accountable and Reliable	Takes ownership of responsibilities, follows through, and learns from mistakes. Builds trust through consistency.		
Collaborative and Generous	Shares knowledge, supports others, celebrates team wins, and contributes to collective success.		
Adaptable and Resilient	Flexes with change, recovers from setbacks, and maintains composure under pressure.		

Scoring Summary:

Total Score: ____ / 32

Interpretation:

28-32: Exceptional team player – a key contributor to high-performing teams.

20-27: Strong team player – demonstrates most traits, with room for growth.

12-19: Developing team player – shows some traits, but needs support and guidance.

Below 12: Needs focus – may struggle with collaboration and team effectiveness.



Start, Stop Continue

The Start / Stop / Continue framework is a simple, action-oriented feedback tool that helps individuals grow by identifying specific behaviors to adjust.

- **Start** – New behaviors, practices, or habits the team member should adopt to increase effectiveness and impact.
- **Stop** – Behaviors or practices that may be unhelpful, counterproductive, or limiting to their own or the team's success.
- **Continue** – Positive behaviors and strengths the team member should maintain and build on.

This approach makes feedback balanced, clear, and actionable highlighting what's working well, what needs to change, and what can be added for growth.

Action	Description	Comments / Actions
Start	New behaviours, practices, or habits the team member should adopt to increase effectiveness and impact.	
Stop	Behaviors or practices that may be unhelpful, counterproductive, or limiting to their own or the team's success.	
Continue	Positive behaviors and strengths the team member should maintain and build on.	