

## Team Member Skills

**Implies the intention to work co-operatively with others, to be part of a team and work together, as opposed to working separately or competitively. For this behaviour to be effective, the intention should be genuine.**

Level	Description	Behaviours	Work Examples
0.	Does not exhibit this competency		
1.	Co-operates <i>Trainee</i>	<ul style="list-style-type: none"> <li>Participates willingly. Supports team decisions, is a "good team player," does his/her share of the work</li> <li>As a member of a team, keeps other team members informed and up-to-date about the group process, individual actions, or influencing events; shares all relevant or useful information</li> </ul>	<ul style="list-style-type: none"> <li>Performs assigned tasks, e.g. servicing or special projects</li> <li>Keeps supervisor or team lead advised of activities</li> </ul>
2.	Expresses Positive Expectations of Team <i>Appraiser I</i>	<ul style="list-style-type: none"> <li>Expresses positive expectations of other in terms of their abilities, expected contributions, etc.; speaks of team members in positive terms</li> <li>Shows respect for others' contributions and knowledge</li> </ul>	<ul style="list-style-type: none"> <li>Works to achieve goals on programs or projects</li> <li>Supports new ideas and respects specialty skills in team</li> </ul>
3.	Seeks Input <i>Appraiser II</i>	<ul style="list-style-type: none"> <li>Genuinely values others' input and expertise, is willing to learn from others</li> <li>Solicits ideas and opinions to help form specific decisions or plans</li> <li>Promotes team co-operation</li> </ul>	<ul style="list-style-type: none"> <li>Respects the expertise and knowledge of other team members when setting land rates or market multipliers</li> <li>Seeks input on a neighborhood or adjoining area (goes outside own area)</li> <li>Participates in the sharing of work, e.g. when finished own work offers to help others</li> </ul>
4.	Encourages Others <i>and Builds Team Spirit</i> <i>Sr Appraiser</i>	<ul style="list-style-type: none"> <li>Publicly credits others who have performed well</li> <li>Encourages and empowers others, makes them feel strong and important</li> </ul>	<ul style="list-style-type: none"> <li>Distributes work fairly and works cooperatively to get the work done</li> <li>Proactive in moving group forward with lesser desired areas/work tasks</li> </ul>

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- Encourages input from all team members, e.g. planning meeting
  - Brings individuals or group together to work in consultation e.g. valuation issues
  - Recognizes conflict and practices effective conflict resolution in a timely manner, e.g. distribution of work which may be more desirable
  - Acts to promote a friendly climate, good morale and co-operation (celebrations and get-togethers, creates symbols of group identity)
  - Resolves team conflicts
  - Protects/promotes group reputation with outsiders
  - Coordinates valuation of property across area boundaries and involves people outside the area, e.g. Data Cleansing initiative across area boundaries
  - Reinforces the positive image and professionalism of individuals and the organization, e.g. Specialization
  - Promotes organizational image through external presentations
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