



PROFICIENCY SCALE FOR SOCIAL SENSITIVITY

Social Sensitivity *Team members nonjudgmentally communicate and attend to verbal and nonverbal cues for understanding others.*

Unproductive Teamwork	Productive Teamwork	Transformational Teamwork
Misunderstanding other's intentions and using dismissive or disinterested verbal and nonverbal messages	Comprehending others by attending to verbal and nonverbal messages	Monitoring team sensory acuity and exploring ways to increase discernment
Regarding personal values, preferences, or ways of working, rather than the team's	Adhering to agreed-on norms and practices	Understanding that unlearning and study are needed for certain norms
Engaging in groupthink	Inquiring respectfully into the feelings and thoughts of others	Studying differences in thinking and beliefs about learning
Ignoring nonmajority views	Providing opportunities for diverse views to be expressed and considered	Seeking diverse views, adopting protocols for hearing silent or dissenting voices
Ignoring social cues to stop talking or choosing silence	Adapting forms of personal communication-based self-monitoring and observation of others	Expressing curiosity about not only our own behavior but also the behavior of others

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