The **CREATIVE COLLABORATOR** badge validates that the earner has demonstrated that they are able to achieve creative goals as part of a team. The Creative Collaborator makes inventive contributions and completes the tasks assigned with an awareness of how their work and role impact the team. Creative Collaborators listen to, encourage, and support their teammates, and if conflicts arise, they work with others toward resolution. To obtain the Creative Collaborator Badge, a student must score at least 21 points with all Dimensions rated as competent or above.

	Activities	Accomplished (Rating 5)	Competent (Rating 3)	Developing (Rating 1)	Observer Rating (1-5)
1. Defining one's own role on the team and the role of others	Explains and documents each team member's role, including members' personal role.	Explains information about their role and the role of others.	Explains partial information about their role and the role of other team members.	Demonstrates a minimal understanding of who does what.	
2. Integrating team members' diverse viewpoints.	Ensures that all members feel heard and that their viewpoints are respected. Viewpoints are documented and involved in the decision-making process.	Actively contributes and seeks viewpoints from members. Team members are treated with respect, and decisions involve others.	Requests and listens to some members' viewpoints. However, the integration of viewpoints is sporadic in decision-making.	Minimally seeks out viewpoints from others in making decisions.	
3. Motivating and supporting others on the team	Listens to all ideas and treats team members respectfully while acknowledging and validating each person's work.	Creates a supportive team environment where most members feel heard and team members feel inspired to share their creative ideas openly.	Creates a feeling of respect for some team members.	Creates an individualistic and competitive rather than supportive and motivating atmosphere	
4. Building upon or synthesizing the creative contributions of others	Intentionally and consistently advances the group's work by summarizing and articulating the merits of others' ideas and proposing solutions that build on others' contributions.	Regularly demonstrates appreciation for others' ideas and often can connect and expand upon those thoughts to add to the group's creative work.	Demonstrates attention to others' input but cannot consistently integrate or expand on others' contributions.	Rarely listens to, synthesizes, and/or recognizes the value in others' ideas.	
5. Participation includes offering ideas, suggestions, alternative solutions, and feedback.	Consistently offers team members ideas, suggestions, alternative solutions, or feedback.	Consistently offers team members ideas, suggestions, alternative solutions, or feedback.	Offers a few ideas, suggestions, alternative solutions, or feedback to team members.	Does not offer ideas, suggestions, alternative solutions, or feedback to team members.	
6. Accounting for one's own assigned role and responsibilities on the team	Reflects on their role and responsibility within the team and takes responsibility in line with their given role.	Documents and reflects on some about their role within the team, take responsibility in line with their given role.	Documents some information about their role within the team and takes some responsibility for their role.	Does not document one's role on the team or demonstrate accountability.	
7. Negotiating, managing, and resolving conflicts when they arise	Facilitates the participation of all team members in conflict resolution with open discussions and compromise.	Resolves conflict with open discussions and compromise.	Attempts to resolve conflict with discussion and compromise.	When conflict occurs, it does not seek to resolve the issue.	

Total Observer Rating:

The Coll competencies described by NACE are adapted from dimensions defined by USM Digital Badging Initiative Collaborative.