**Chapter 16: Evaluating and Rewarding Teams**

**Class Activities**

**Activity 1: Team-based Rewards**

Objective: To engage students in comparing team- versus individual-based incentives.

Activity: Ask students to imagine they are a teacher for a college class. They are to develop a grading system that rewards both individual and team work. In small groups, have students develop the evaluation system that would be included in the course’s syllabus.

Discussion: Once groups are completed, engage the class as a whole to compare the different systems. Have students vote for their favorite, and explain reasons for their choice.

**Activity 2: Multi-rater Feedback**

Objective: To explore ways to gather feedback from multiple raters.

Activity: Divide students into small groups. Have them develop a rating form to be used in the class to gather feedback from each other on their performance in class discussions (or group project if so assigned) throughout the semester. The instructor should guide this if form is used, especially if used to determine students’ grades.

**Activity 3: TEAM VERSUS INDIVDUAL-BASED REWARDS**

Objective: To engage students in realizing the benefits and disadvantages of both systems.

Activity: Structuring as a debate, ask students to take one side or the other: which reward system is better for organizational performance?