

Tab.3: Exemple of soft skills evaluation

Analytical phase	1	2	3	4	5
Cognitive	Sources	Understanding sources	Trends	Problem def.	Critical analytics
Creative	Parameters	Objectifs	Sorted Data	Pro and contras	Conclusions
Cooperative	Individual work	Roles and plan of the team	Meetings of the team	Experts - extern subjects integration	Team spirit
Communicative	Basic communication (but chaotic)	Communication plan (but not clear comm.)	Clear and concrete communication	Complex team communication system	Complex team communication system (incl. other players as experts)

Conceptual phase	1	2	3	4	5
Cognitive	Idea	Idea based on target group needs	Inputs (p.ex. from experts, from practice)	Solutions and Alternative solutions	Risks analysis of the solutions
Creative	Description	Methods	Plan with appropriate methods	Processes	Complex solutions
Cooperative	Individual work	Roles and plan of the team	Meetings of the team	Experts - extern subjects integration	Team spirit
Communicative	Basic communication (but chaotic)	Communication plan (but not clear comm.)	Clear and concrete communication	Complex team communication system	Complex team communication system (incl. other players as experts)

Verification phase	1	2	3	4	5
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Cognitive	Discussion in the class	Basic questionnaire in the class (Data)	Data in the class and online data analysis, f.ex. Facebook and others	Complex survey system (quantitative and qualitative)	Comprehensive feedback from practice
Creative	Feedback <10%	Feedback 20%	Feedback 30%	Feedback 40%	Feedback >40%
Cooperative	Individual work	Roles and plan of the team	Meetings of the team	Experts - extern subjects integration	Team spirit
Communicative	Basic communication (but chaotic)	Communication plan (but not clear comm.)	Clear and concrete communication	Complex team communication system	Complex team communication system (incl. other players as experts)

Argumentation phase	1-2	3-4	5-6	7-8	9-10
Cognitive	Situation description	Good potential of the project	Clear goals	Financial balance	Complex solution with ROI
Creative	Facts	Plan, Budget	Marketing	Acceptance from experts	Adoption in practice
Cooperative	Individual work	Roles and plan of the team	Meetings of the team	Experts - extern subjects integration	Team spirit
Communicative	PPT standard or others	PPT high standard or others	Personal targeting	Video 2D, 3D	Complex presentation of the solutions

Points	Marks
91 – 100	A
81 – 90	B
71 – 80	C
61 – 70	D

51 – 60	E
50 and less	Fx

Automatic conversion of points to a mark on the portal during the evaluation of individual phases:		
Phase	Max. points	100% points =
Analytical	20	20
Conceptual	20	40
Verification	20	60
Argumentation	40	100

Example:

If you only evaluated the analytical phase, then 20 points are considered 100% points. This means that when allocating e.g. 15 points the system calculates a grade of C (= 75%) If you have evaluated the analytical, conceptual and verification phase, then 100 points is considered 100%. This means that when allocating a total of e.g. 50 points, the system calculates a score of B (= 83.3%) If you missed the running phases, then it is possible to evaluate only in the last (argumentative) phase, then 40 points are considered 100% (10 points for each OCTO criterion). This setup of the software is because not every team manages to complete all 4 presentations by phases.

Dalen, J. & Prince, C.J.A.H. & Scherpbier, A.J.J.A. & Van der Vleuten, Cees. (1998). Evaluating Communication Skills. Advances in health sciences education : theory and practice. 3. 187-195. 10.1023/A:1009741016453.