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| Interview Scoring Rubric:  Name: |

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|  | **Excellent (4pts.)** | **Proficient (3 pts.)** | **Unacceptable (1 pt.)** |

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| **Listening**  *Did the applicant answer the question that was*  *presented?* | Answer reflected an  explicit understanding  of the question; | Answer reflected a  general understanding  of the question; May  have missed a detail; | Answer did not reflect an  understanding of the  question *or* answered  an unasked question; |
| **Speaking**  Did applicant speak in a articulate manner and use professional language | Spoke clearly and  articulately; Was  confident in knowledge;  Integrated professional  Language; | Spoke articulately most of the time; Used general words at times instead  of details; Integrated  a good amount of  professional language | Nervous; Incomplete  thoughts, Not articulate;  No use of professional  language; Response  riddled with "um’s, uh's,  er's, etc."; |
| **Integrating**  *Did the Applicant*  *integrate knowledge,*  *content and*  *experiences?* | Fully integrated  knowledge, content and experiences in an  organized, accurate  and detailed manner;  Engaged listener with  unique answers; | Integrated knowledge,  content or experiences in a generally organized  and accurate manner;  Invited response from  the listener; | Failed to integrate  knowledge, content or  experiences; Inaccurate  and/or incomplete  responses; |
| **Expressing**  *Did the Applicant*  *express opinions in a tactful and mature*  *manner?* | Identified that it was  own opinion; Expressed opinions in a highly tactful and mature manner; | Did not recognize that  Opinions Identified that response  was own opinion;  Expressed opinions in a generally tactful manner; | Did  not identify that  response was own  opinion; Expressed  opinions in a biased, or inappropriate manner; |
| **Body Language**  *Did the Applicant’s body language convey interest and facilitate the responses?* | Body language  conveyed eagerness to respond; Sat in upright and alert manner; Seemed natural and at  ease; | Body language  conveyed interest in  responding; Sat in an  upright manner;  Seemed fairly natural  most of the time; | Body language  conveyed disinterest  and/or extreme  nervousness; Slouched or moved nervously throughout the interview; |
| **Gestures**  *Did the Applicant’s*  *gestures seem natural and facilitate the*  *responses?* | Gestures fully enhanced the responses; Hand and  facial movements were natural, timed  effectively and emphasized key points; | Gestures were  appropriate; Hand and facial movements were generally natural and timed to emphasize key points; | Gestures were not  evident or were  exceptionally distracting  to the listener; |
| **Eye Contact**  *Did the applicant eye contact seem natural and facilitate the*  *responses?* | Sustained, appropriate and natural eye contact;  Conveyed interest in  the topic and Showed  confidence in interaction | Appropriate, fairly  consistent and natural  eye contact; Generally  conveyed interest in the topic; | Limited or no eye  contact; Seemed  disengaged with topic |
| **Professional Dress**  *Did the Applicant dress in a professional*  *manner* | Dressed in a highly  professional manner  (suit, sport coat, tie,  dress); Neat and well groomed; | Dressed in a  professional manner  (skirt/blouse, dress  pants/blouse, shirt and  tie); Generally neat and  well-groomed; | Dress was inappropriate  and/or unkempt; |