|  |
| --- |
| Interview Scoring Rubric:Name: |

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Listening***Did the applicant answer the question that was**presented?* | Answer reflected anexplicit understandingof the question; | Answer reflected ageneral understandingof the question; Mayhave missed a detail; | Answer did not reflect anunderstanding of thequestion *or* answeredan unasked question; |
| **Speaking**Did applicant speak in a articulate manner and use professional language | Spoke clearly andarticulately; Wasconfident in knowledge;Integrated professionalLanguage; | Spoke articulately most of the time; Used general words at times insteadof details; Integrateda good amount ofprofessional language | Nervous; Incompletethoughts, Not articulate;No use of professionallanguage; Responseriddled with "um’s, uh's,er's, etc."; |
| **Integrating***Did the Applicant**integrate knowledge,**content and**experiences?* | Fully integratedknowledge, content and experiences in anorganized, accurateand detailed manner;Engaged listener withunique answers; | Integrated knowledge,content or experiences in a generally organizedand accurate manner;Invited response fromthe listener; | Failed to integrateknowledge, content orexperiences; Inaccurateand/or incompleteresponses; |
| **Expressing***Did the Applicant**express opinions in a tactful and mature**manner?* | Identified that it wasown opinion; Expressed opinions in a highly tactful and mature manner; | Did not recognize thatOpinions Identified that responsewas own opinion;Expressed opinions in a generally tactful manner; | Didnot identify thatresponse was ownopinion; Expressedopinions in a biased, or inappropriate manner; |
| **Body Language***Did the Applicant’s body language convey interest and facilitate the responses?* | Body languageconveyed eagerness to respond; Sat in upright and alert manner; Seemed natural and atease; | Body languageconveyed interest inresponding; Sat in anupright manner;Seemed fairly naturalmost of the time; | Body languageconveyed disinterestand/or extremenervousness; 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 andfacial movements were natural, timedeffectively and emphasized key points; | Gestures wereappropriate; Hand and facial movements were generally natural and timed to emphasize key points; | Gestures were notevident or wereexceptionally distractingto the listener; |
| **Eye Contact***Did the applicant eye contact seem natural and facilitate the**responses?* | Sustained, appropriate and natural eye contact;Conveyed interest inthe topic and Showedconfidence in interaction | Appropriate, fairlyconsistent and naturaleye contact; Generallyconveyed interest in the topic;  | Limited or no eyecontact; Seemeddisengaged with topic |
| **Professional Dress***Did the Applicant dress in a professional**manner* | Dressed in a highlyprofessional manner(suit, sport coat, tie,dress); Neat and well groomed; | Dressed in aprofessional manner(skirt/blouse, dresspants/blouse, shirt andtie); Generally neat andwell-groomed; | Dress was inappropriateand/or unkempt; |