

Candidate Name:

Rubric for Scoring Interview Questions	Growth Needed	Adequate	Outstanding	Points
Direction: <ul style="list-style-type: none"> • Able to provide solution to problems. • Capable of self-reflection. • Able to use personal examples. • Able to appropriately direct the conversation. • Thoughtful rather than reactive in answers. • Able to ask appropriate and meaningful questions. • Demonstrates ability to organize thoughts. 	0-3	4-7	8-10	
Drive: <ul style="list-style-type: none"> • Projects self-motivation. • Reflects values and beliefs. • Projects interest in topic. • Demonstrates willingness to learn. • Able to accept critique or challenge to thinking. • Keeps ego in check but willing to stand up for self. • Willing to admit what doesn't know. 	0-3	4-7	8-10	
Relationship: <ul style="list-style-type: none"> • Is approachable. • Demonstrates sincerity and interest. • Is likable. • Works to build a relationship. • Indicates interest in networking. • Demonstrates appropriate body language, voice, expression, etc. • Is professional. 	0-3	4-7	8-10	
Depth of Answers: <ul style="list-style-type: none"> • Reflects knowledge base. • Able to ask thought provoking questions. • Able to express personal opinion grounded in fact. • Capable of stating factual information. • Can compare and contrast. • Can explain information. • Can ask thought provoking questions to clarify. 	0-3	4-7	8-10	
Personal Energy Level (Charisma)	0-3	4-7	8-10	
			Total Points	