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| **Rubric for Scoring Interview Questions** | **Growth Needed** | **Adequate** | **Outstanding** | **Points** |
| **Direction**:   * 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:**   * 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:**   * Is approachable. * Demonstrates sincerity and interest. * Is likeable. * 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:**   * 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** |  |