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| **Rubric for Scoring Interview Questions** | **Shallow** | **Adequate** | **Outstanding** | **Points** |
| **Direction**:   * evidence of thinking before responding * 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** |  |