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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** |  |