

| INTERVIEW RUBRIC | | | | | | |
|-------------------------------------|------------------|-------------------|--------------|-------------------|-----------------|--|
| POSITION TITLE | | | | | | |
| INTERVIEWER'S NAME | | DATE | | | | |
| Scale | 1 - Unacceptably | 2 - Below Average | 3 - Average | 4 - Above Average | 5 - Exceptional | |
| FACTORS | Candidates | | | | | Sample Questions |
| | James | Alyah | Michael | Marie | Steven | |
| Cultural Fit | 4 | 5 | 4 | 3 | 5 | How would you describe your ideal organizational structure? What attributes of an institution's culture do you value? |
| Career Motivation | 2 | 5 | 4 | 5 | 5 | Why is our organization and its role attractive to you? What are your short- and long-term career goals? |
| Social Skills | 3 | 4 | 3 | 4 | 4 | Which personality traits do you value in the workplace? Are there behaviors or attitudes that you particularly like or dislike? |
| Teamwork | 4 | 4 | 2 | 5 | 5 | How do you build rapport with colleagues, direct reports and your manager? Describe the relationships you have with them. |
| Technical Skills | 3 | 4 | 5 | 4 | 5 | TBD by role. |
| Leadership Capabilities | 5 | 4 | 3 | 5 | 4 | What experience do you have in hiring and training staff? How do you maintain positivity in the workplace? |
| Critical Thinking / Problem Solving | 4 | 3 | 5 | 3 | 5 | Tell me about a time when you identified a problem and describe your role in the solution. |
| Self-Awareness | 4 | 2 | 4 | 5 | 5 | Describe your strengths and how you leverage them. Describe your weaknesses and how you improve upon them. How would your colleagues describe you? |
| AVERAGE SCORE | 3.625 | 3.875 | 3.750 | 4.250 | 4.750 | |

Candidate Evaluation Answer Key

L Darling-Hammond



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