Interview Rubric

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| Rating | Description |
| 1 | Poor response(negative;absent; orinappropriate) | The situation described as a positive example was inconsistent with LC’s definition of proficient performance of this competency;When relating a negative example, either no learning occurred from the situation or the learning was inconsistent with LC’s definition of proficient performance of this competency; The candidate was unable to provide an example; orThe candidate’s response was inappropriate or inconsistent with LC’s policy.  |
| 2 | Fair response | The candidate demonstrated most of the indicators for successful performance in this competency; the example was relatively acceptable; candidate could, with coaching/development, meet the competency as defined. |
| 3 | Good response | The candidate successfully demonstrated the competency as defined by LC; the candidate’s example indicates an ability to successfully employ the knowledge/skills/abilities required to effectively perform this competency. |
| 4 | Excellent response | The candidate described handling this situation in a manner that exceeds expectations; the described behavior went beyond LC’s definition for proficient performance in concrete measurable or observable ways. |
| 5 | Superior | The example provided by the candidate indicates that he or she would be considered a role model for others. He or she would be able to lead, train, and motivate others to be excellent in the competency. |
|  |  | Notes: |