

Candidate Interview Evaluation Rubric

<i>Rating</i>	<i>Description</i>
Exceptional	<ul style="list-style-type: none"> • Described behavior exceeds all reasonable expectations • Behavior is of rare quality, found only in a small percentage of people in organizations • Clearly recognized as being consistently distinguished in skills/knowledge/behavior/understanding/usage • Demonstrates a very high degree of expertise • Would serve as a model of excellence or as a coach to others • The candidate’s proficiency on this competency compares with the best this company has seen
Above Average	<ul style="list-style-type: none"> • The candidate’s described performance clearly and consistently exceeds that of a fully proficient person • The candidate’s answers indicate that performance is above the expected level in fulfilling the competencies for the position • The candidate demonstrated unusual proficiency in handling the situation
Average	<ul style="list-style-type: none"> • The candidate’s described performance/behavior/skill/utilization is consistent with that of an individual who is proficient in the competency • The related incident indicates that the candidate understands the criteria for success in demonstrating this competence
Satisfactory	<ul style="list-style-type: none"> • The candidate’s description of the application of the competency is slightly below the standards acceptable for this organization • Information was provided by the candidate that indicates learning has occurred from the incident and development was occurred, but not yet to college standards
Unsatisfactory	<ul style="list-style-type: none"> • The candidate was unable to provide an acceptable example of the utilization of the competency <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> • The example provided by the candidate fell substantially short of the proficient level of performance on the competency • The candidate did not indicate any learning from the situation and/or felt that his/her performance was acceptable