INTERVIEW RUBRIC						
	POSITION TITLE					
INTERVIEWER'S NAME		DATE				
Scale =			1 - Average	4 – Above Average	5 - Exceptional	
FACTORS	Candidates					
	James Aliyah Michael Marie Steven				Sample Questions	
Cultural Fit	4	5	4	3	5	Mow would you describe your ideal organizational structure? What attributes of an institution's culture do you value?
Career Motivation	2	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 vorkplace? Are there behaviors or attitudes that you particularly like or dislike?
Teamwork		4	2	5	5	Mow do you build rapport with colleagues, direct reports and your manager? Describe the relationships you have with them.
Technical Skills	3	4		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		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	

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