

Interview Evaluation Rubric

Decision:	Interview Characteristics:	Total Score:
Ideal Candidate	<ul style="list-style-type: none"> ▪ Stellar written application ▪ Great poise, appropriate attire, strong eye-contact ▪ Displays outstanding understanding of Silence, Charity, Purity, Honor, and Patriotism ▪ Detailed and specific answers to questions ▪ Appears to have many leadership qualities. ▪ Candidate is professional when responding. ▪ Very clear and concise manner of speaking ▪ Above-average maturity 	17-20 Points
Good Candidate	<ul style="list-style-type: none"> ▪ Thorough written application ▪ Decent poise, appropriate attire, good eye-contact ▪ Displays some understanding of Silence, Charity, Purity, Honor, and Patriotism ▪ Appears to have some leadership potential. ▪ Candidate is mostly professional when responding. ▪ Clear manner of speaking ▪ Noticeable maturity 	14-16 Points
Fair Candidate	<ul style="list-style-type: none"> ▪ Application is organized but shows little involvement. ▪ Not enough poise, somewhat appropriate attire, some eye-contact ▪ Displays minimal understanding of Silence, Charity, Purity, Honor, and Patriotism ▪ Appears to be a hard worker, but not necessarily a leader. ▪ Candidate attempts to be professional when responding. ▪ Somewhat articulate ▪ Some maturity evident 	11-13 Points
Unacceptable Candidate	<ul style="list-style-type: none"> ▪ Application feels incomplete and/or has many errors. ▪ No poise, dress too casual or inappropriate, poor eye contact ▪ Displays no understanding of Silence, Charity, Purity, Honor, and Patriotism ▪ Answers to questions are not convincing, relevant, or sufficient. ▪ Does not appear to possess leadership skills. ▪ Candidate is not professional when responding. ▪ Inarticulate; unable to communicate effectively. ▪ Interviewee needs to be more mature 	10 Points Below

Scholarship Candidate Name: _____

Date: _____

Interviewers: _____

Category	Comments	Score
Application <ul style="list-style-type: none">▪ Was the application submitted on time?▪ Is application free of grammatical and spelling errors?▪ Is application professional and neat?▪ Does application display clear examples of leadership characteristics?▪ Did the candidate appear to be aligned with Alpha Sig's values of Silence, Charity, Purity, Honor and Patriotism?		1 2 3 4 5
Appearance <ul style="list-style-type: none">▪ Was the candidate on time?▪ Is the candidate dressed appropriately?▪ Does the candidate maintain good eye-contact and posture?▪ Does the candidate appear confident?▪ Does the interview avoid distracting mannerisms and phrases ("um", tapping, restlessness, etc.)?		1 2 3 4 5
Interview <ul style="list-style-type: none">▪ Does the candidate answer each question clearly?▪ Does candidate appear prepared and knowledgeable about the scholarship process or fraternity?▪ Does the candidate reference item in their application?▪ Does the candidate appear to give honest and straightforward responses?▪ Does the candidate come across as someone who can work well with others?		1 2 3 4 5

Alpha Sig Specific Questions

- Did this candidate appear to understand and embrace the value of Silence?
- Did this candidate appear to understand and embrace the value of Charity?
- Did this candidate appear to understand and embrace the value of Purity?
- Did this candidate appear to understand and embrace the value of Honor?
- Did this candidate appear to understand and embrace the value of Patriotism?
- Does the candidate appear to possess leadership potential?

1
2
3
4
5

Total Points: