Element:	4	3	2	1
Substance	-Answer reflects explicit understanding of the question and includes detailed examples that are engaging and relevant. -Answer reflects a genuine alignment to the mission and values of the organization. -Candidate uses clear and concise language and is to the point.	-Answer reflects a general understanding of the question but may lack detailed examples. -Answer reflects some alignment to the mission and values of the organization. -Candidate answers question completely, yet is a little redundant.	-Answer reflects partial understanding of the question and lacks detail. -Response is redundant or circular in reasoning.	-Answer does not reflect an understanding of question or answers a different question.
Articulation	-Candidate uses a confident, yet warm tone -Candidate consistently uses appropriate language of the discipline, word choice and grammar -Candidate uses appropriate intonation	-Candidate communicates in a clear tone -Candidate uses some language of the discipline and appropriate word choice -Candidate emphasizes a few key	-Candidate speaks in monotone -Answer is sometimes unclear -Candidate does not use specific language of the discipline and word choice is more casual	-Candidate speaks too loud or too quietly -Answer is unclear, jumbled or poorly worded -Candidate uses inappropriate word choice

	and inflection to emphasize key points -Candidate articulates answer with effective pacing and pausing	points		
Professional cues	Candidate demonstrates: -Great poise and confidence (sits up and engages with the interviewer) -Appropriate eye contact with all interviewers -Consistent smile, facial expressions, and body language that show great interest and enthusiasm -Professional dress	Candidate demonstrates: -Appropriate poise -Good eye contact -Smiles -Some body language that shows interest and enthusiasm -Semi-professional dress	Candidate demonstrates: -Some Poise (shoulders may be slouched or sitting down in chair) -Some distracting mannerisms (tapping, hair twirling, fidgeting) -Inconsistent eye contact -Inconsistent smile -Body language that is passive and shows little interest -Business casual dress	Candidate demonstrates: -Little or no Poise -Several distracting mannerisms throughout the interview (tapping, hair twirling, fidgeting) -No eye contact -No smile -Casual or inappropriate dress