

Rubric: Responding to Behavioral Interview Questions

	DOES NOT MEET	MEETS	EXCEEDS
COMPLETION	<ul style="list-style-type: none"> • Student has not answered or has partially answered the questions. • Answers do not include sufficient action steps. 	<ul style="list-style-type: none"> • Student has answered all of the questions. • Answers include minimal action steps. 	<ul style="list-style-type: none"> • Student has answered all of the questions. • Answers include critically thought out and relevant details and/or examples.
WRITING	<ul style="list-style-type: none"> • Writing contains many mechanical errors. • Writing is extremely difficult to comprehend. 	<ul style="list-style-type: none"> • Writing contains some minor mechanical errors. • Writing is easy to comprehend. 	<ul style="list-style-type: none"> • Writing contains few or no mechanical errors. • Writing is easy to comprehend.
CAREER FOCUS	<ul style="list-style-type: none"> • Student makes little to no attempt to answer interview questions in STAR format. • Student included 0-1 concrete actions. • Student uses “we” language. • Student does not include a result. 	<ul style="list-style-type: none"> • Student demonstrates an understanding of the STAR method. • Student answered questions in a high-level way, focusing on the context and big picture rather than their specific actions • Student included 2 or fewer concrete actions. • Result is not connected to the student’s actions. 	<ul style="list-style-type: none"> • Student demonstrates a strong understanding of the STAR method. • Student gave sufficient contextual information for the situation and task, while focusing most of their response on actions. • Student included at least 3-4 concrete actions. • Student included a strong result describing the impact of their actions, an insight gained, or lesson learned.