

FIGURE 3: NACE CAREER READINESS INTERVIEW COMPETENCY RUBRIC

SCORING EXPLANATIONS:

(0) **Lacks understanding:** Student does not articulate understanding of the desired skill.

(1) **Understands:** Student articulates understanding of the desired skill but was unable to identify or articulate content/experiences that showcase the skill.

(2) **Identifies:** Student articulates understanding of the desired skill by accurately identifying content/experiences that showcase that skill but did not effectively articulate the information.

(3) **Articulates:** Student effectively demonstrated the skill by accurately identifying and articulating content/experiences that showcased the desired qualities of the skill.

Name:	Critiqued By:	Date Reviewed:					
NACE CAREER READINESS COMPETENCY			0 - LACKS UNDERSTANDING	1 - UNDERSTANDS	2 - IDENTIFIES	3 - ARTICULATES (EMPLOYER EXPECTATION)	SCORE
<p>COMMUNICATION</p> <ul style="list-style-type: none"> • QUESTION: Tell me about yourself. • QUESTION: What is your idea of success? • DEFINITION: Clearly and effectively exchanges information and ideas using verbal, written, and nonverbal/body language abilities, while actively listening and asking appropriate questions. 			<input type="checkbox"/> Does not understand skill	<input type="checkbox"/> Understands skill <input type="checkbox"/> Unable to identify content or experience	<input type="checkbox"/> Understands skill <input type="checkbox"/> Identifies content or experience <input type="checkbox"/> Did not effectively articulate the information	<input type="checkbox"/> Understands, identified, and articulated skill	
<p>CRITICAL THINKING</p> <ul style="list-style-type: none"> • QUESTION: Can you describe a time when you anticipated a problem in advance and took steps to stop it from becoming an issue? • DEFINITION: Identify and respond to needs based upon an understanding of situation context and logical analysis of relevant information. 							
<p>EQUITY & INCLUSION</p> <ul style="list-style-type: none"> • QUESTION: What skills do you possess that would allow you to work with others in a diverse setting? • DEFINITION: Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. 							
<p>LEADERSHIP</p> <ul style="list-style-type: none"> • QUESTION: How would you resolve a disagreement on your team? • DEFINITION: Recognize and capitalize on personal and team strengths to achieve organizational goals by planning, initiating, managing, and evaluating projects. 							