

Response Content Scale

Student Name: _____

Date: _____

1. "Tell me a little bit about yourself."

	Score: check one box
Poor Satisfied <u>no</u> portion of the question could be characterized by several of the following: <ul style="list-style-type: none"> • limited or no response • fully off-topic response • highly personal / inappropriate content (personal health, religion, politics, narrow interest not related to job, personal conflicts, relationship status, etc.) • highly negative content (negative or disparaging comments about self, teachers, co-workers, peers, previous work, school, etc.) • examples and details are negative and portray subject in an unfavorable light 	
Fair Satisfied <u>limited portion</u> of the question could be characterized by several of the following: <ul style="list-style-type: none"> • incomplete response, answered only part of the question • some deviation off topic • limited examples and details to support response • mildly negative references (about self, teachers, co-workers, peers, previous work, school, etc.) • examples and details are somewhat negative and portray subject in a mildly unfavorable light 	
Good Satisfied <u>adequate portion</u> of question could be characterized by several of the following: <ul style="list-style-type: none"> • complete response without deviation from topic • examples and details are relevant to the question • adequate detail and examples to support response • examples and details are positive and portray subject in a favorable light 	
Excellent Fully satisfied <u>all aspects</u> of the question could be characterized by several of the following : <ul style="list-style-type: none"> • examples and details provided are highly relevant to the question • examples and details are positive and portray subject in a highly favorable light • complete response without deviation from topic 	

2. "Tell me about any work or volunteer experiences that you have had."

	Score: check one box
<p>Poor Satisfied <u>no</u> portion of the question could be characterized by several of the following:</p> <ul style="list-style-type: none"> • limited or no response • fully off-topic response • highly personal / inappropriate content (personal health, religion, politics, narrow interest not • related to job, personal conflicts, relationship status, etc.) • highly negative content (negative or disparaging comments about self, teachers, co-workers, peers, previous work, school, etc.) • examples and details are negative and portray subject in an unfavorable light • describes situation with a wholly negative outcome 	
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3. “What are some of your strengths?”

	Score: check one box
<p>Poor Satisfied <u>no</u> portion of the question could be characterized by several of the following:</p> <ul style="list-style-type: none"> • limited or no response • fully off-topic response • highly personal / inappropriate content (personal health, religion, politics, narrow interest not • related to job, personal conflicts, relationship status, etc.) • highly negative content (negative or disparaging comments about self, teachers, co-workers, peers, previous work, school, etc.) • examples and details are negative and portray subject in an unfavorable light 	
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4. “What are some of your weaknesses?”

	Score: check one box
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5. "Why are you interested in this position?"

(Identify a desired position that the student is interviewing for ahead of time)

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6. “Some people are not so easy to get along with. Tell me about a time where you had to work with someone in school or on the job who was difficult to get along with.”

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Excellent

Fully satisfied all aspects of the question could be characterized by several of the following :

- examples and details provided are highly relevant to the question
- examples and details are positive and portray subject in a highly favorable light
- complete response without deviation from topic
- theorizes on an elaborate level as to how they would respond if never in that situation
- describes situation with a positive outcome
- complete response (to behavioral question) includes description of the situation, the tasks related to the situation, the actions that the subject took to resolve the situation, and result of the situation
- subject's response suggests that he / she might demonstrate leadership in this area and will have significant practical experience with this trait.

7. "What do you do when you feel really frustrated or stressed?"

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8. “What is the best part of working with a group or team? What is the worst part?”

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9. “Describe a time where you helped someone out. Who were they and what did you do to help them?”

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10. “Tell me about a time when you had a difficult project or assignment and you were not sure what to do about it. How did you handle it?”

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