**Rubric:**

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|  | **Novice** | **Competent** | **Proficient** |  |
| Traditional Question 1 | 14-16 | 17-19 | 20-22 |  |
| Not sufficiently confident, competent or professional. More than one part of the 4-point answer is weak, unclear or missing. Time allocated is not appropriate. | Somewhat confident, competent and professional. One part of the 4-point answer is somewhat weak or unclear. Time allocated is appropriate. | Confident, competent and professional. Follows 4-point answer procedure. Time allocated is appropriate. |
| Traditional Question 2 |  |
| Traditional Question 3 |  |
| Behavioral Question | 14-16 | 17-19 | 20-22 |  |
| Not sufficiently confident, competent or professional. The 3-point answer procedure for objection questions not used. Time allocated not appropriate. | Somewhat confident, competent and professional. The 3-point answer is somewhat weak or unclear. Time allocated is appropriate. | Confident, competent and professional. Follows relevant parts of the 3-point answer procedure for objection questions. Time allocated is appropriate. |
| Skeleton Question | 14-16 | 17-19 | 20-22 |  |
| Not sufficiently confident, competent or professional. The 3-point answer procedure for objection questions not used. Time allocated not appropriate. | Somewhat confident, competent and professional. The 3-point answer is somewhat weak or unclear. Time allocated is appropriate. | Confident, competent and professional. Follows relevant parts of the 3-point answer procedure for objection questions. Time allocated is appropriate. |
| Body Language | 5-6 | 7-8 | 9-10 |  |
| Eye contact not maintained with interviewer / camera. Unenthusiastic facial expression | Eye contact not adequately maintained with interviewer / camera. | Eye contact maintained with interviewer / camera. Face is expressive. |
| Vocal Quality | 5-6 | 7-8 | 9-10 |  |
| Vocal quality is flat and not good  Sounds like reading  Too fast/ to slow | Vocal quality not always expressive.  Rather clear pronunciation, some disfluencies such ‘uhms..’, ‘and…..’ | Good vocal quality with uses of different tones  Volume & rate add emphasis & interest.  Clear pronunciation. No disfluencies. |  |
| Appearance | 3 | 4 | 5 |  |
| Attire is not appropriate  Poor grooming (jewelry, hair) | Attire is not entirely appropriate.  Well-groomed | Attire is appropriate  Very well-groomed & business-like appearance |
| Video Quality | 3 | 4 | 5 |  |
| Hands are not visible.  Audio is inaudible/ A lot of background noise/echo | Hands not always visible.  Audio is rather clear | Hands are visible.  Clear & good quality audio |