

Unit 4 DOING Activity - GRADING RUBRIC

Scoring Standard	Definition
Exceeds Expectations	Performance far exceeds all of the assignment or exam requirements
Fully Meets Expectations	Performance reflects satisfaction of all or nearly all of the assignment or exam requirements. There are often opportunities to improve in terms of fully satisfying assignment requirements or answers to exam questions by being more specific and thorough in terms of integrating course material or applying it to a case or situation.
Meets Most Expectations	Performance reflects adequate work for at least some of the assignment or exam requirements. Oftentimes, there are one or more parts of an assignment that are not fully addressed. There are often significant opportunities for improvement in terms of the specificity and depth of an answer and integration of course material.
Meets Some Expectations	Performance demonstrates significant deficiencies in satisfying one or more key assignment or exam requirements. There are often significant deficiencies in terms of the thoroughness, depth, and application of course material as specified in the assignment requirements or exam question.
Meets Few Expectations	Performance fails to address most, if not all, of the assignment or exam requirements.

QUESTION (50 Points)	Exceeds Expectations	Fully Meet Expectations	Meets Most Expectations	Meets Some Expectations	Meets Few Expectations
<i>Step 1</i>	(10 Points)	(9 Points)	(8-7 Points)	(6-5 Points)	(4-0 Points)
<i>Identifying Lisa's performance problems</i>	Clearly & expertly identifies Lisa's behavior contributing to performance problems AND Provides strong, clear explanation for how this behavior is contributing to problems	Adequately identifies Lisa behavior contributing to performance problems AND Adequately explains how this behavior is contributing to problems	Weaker identification OR Weaker explanation	Weak to poor identification OR Weak to poor explanation	Very poor identification OR Very poor explanation
<i>Step 2</i>	(10 Points)	(9 Points)	(8-7 Points)	(6-5 Points)	(4-0 Points)
<i>Facilitating Lisa's successful future performance</i>	Provides strong, clear recommendation for leader behavior with Lisa AND Provides strong, clear explanation for how/why	Provides adequate recommendation for leader behavior with Lisa AND Provides adequate explanation for how/why	Weaker recommendation OR Weaker explanation	Weak to poor recommendation OR Weak to poor explanation	Very poor recommendation OR Very poor explanation

	recommendation would succeed	recommendation would succeed			
<i>Step 3</i>	(10 Points)	(9 Points)	(8-7 Points)	(6-5 Points)	(4-0 Points)
<i>Identifying John's performance problems</i>	Clearly & expertly identifies John's behavior contributing to performance problems AND Provides strong, clear explanation for how this behavior is contributing to problems	Adequately identifies John's behavior contributing to performance problems AND Adequately explains how this behavior is contributing to problems	Weaker identification OR Weaker explanation	Weak to poor identification OR Weak to poor explanation	Very poor identification OR Very poor explanation
<i>Step 4</i>	(10 Points)	(9 Points)	(7-8 Points)	(5-6 Points)	(0-4 Points)
<i>Facilitating John's successful future performance</i>	Provides strong, clear recommendation for leader behavior with John AND Provides strong, clear explanation for how/why recommendation would succeed	Provides adequate recommendation for leader behavior with John AND Provides adequate explanation for how/why recommendation would succeed	Weaker recommendation OR Weaker explanation	Weak to poor recommendation OR Weak to poor explanation	Very poor recommendation OR Very poor explanation
<i>Step 5</i>	(10 Points)	(9 Points)	(7-8 Points)	(5-6 Points)	(0-4 Points)
<i>Tailoring leader behavior to the needs of the follower</i>	Clearly & expertly explains why it is appropriate to use different leader behaviors for Lisa and for John	Adequately explains why it is appropriate to use different leader behaviors for Lisa and for John	Weaker explanation	Weak to poor explanation	Very poor explanation