

**AFP Leadership Institute Scoring Rubric Application Questions - 25 Points Total**

Evaluation Criteria	Zero Points	Poor (1 Point)	Fair (2 Points)	Good (3 Points)	Very Good (4 Points)	Excellent (5 Points)
1. Applicant explained how program will support their current role and larger career goals.	Question is unanswered or only answered with a couple of words.	Answer shares very little to nothing about how the program will support their current role <u>or</u> future career goals.	Answer shares an example about how the program will support <u>either</u> their current role and future career goals.	Answer gives examples of how program will support <u>both</u> their current role and future career goals.	Answer gives <u>detailed examples</u> of how program will support the applicant's current role, as well as examples of how program will support future career goals. Answer shares career goals.	Answer shares a <u>well thought out and detailed plan</u> for how the applicant will utilize the program to <b>support both their current role and future career goals.</b>
2. Applicant communicated a leadership quality that has contributed to their success. Answer demonstrates self-reflection and introspection.	Question is unanswered or only answered with a couple of words.	Answer shares a leadership quality, but <u>no</u> supporting detail.	Answer shares a leadership quality with only some supporting details.	Answer shares a leadership quality with supporting detail. Applicant demonstrates self-reflection in their answer.	Answer shares a leadership quality with <u>great detail</u> and relates it to their work experience. Applicant demonstrates self-reflection in their answer.	Answer shares a leadership quality in <u>substantial detail</u> and relates it to their work experience, career growth and/or overall success. Applicant demonstrates self-reflection in their answer.
3. Applicant articulated in detail an example of strong leadership and how that example resonated with them.	Question is unanswered or only answered with a couple of words.	Answer did not share how leadership was modeled or anything that resonated with them.	Answer includes an example of strong leadership, but <u>did not</u> provide detail on what resonated with them.	Answer includes an example of strong leadership and explains with supporting detail what resonated from it with them.	Answer articulates a <u>detailed example</u> of strong leadership and explains what resonated from it and its influence on their career.	Answer includes an example of strong leadership and articulates what resonated from it in <u>great detail</u> , and <b>how that model of leadership has impacted or influenced their career, and/or how they use it today in their own leadership.</b>
4. Applicant explained how they demonstrated leadership (without authority) and what they learned from that experience.	Question is unanswered or only answered with a couple of words.	Answer did not share how they demonstrated leadership, no detail was given concerning anything they learned from the experience.	Answer shares an example of how they demonstrated leadership, but nothing on what was learned from the experience.	Answer shares examples how they demonstrated leadership and what was learned from the experience.	Answer shares <u>detailed examples</u> how they demonstrated leadership and what was learned from the experience.	Answer shares in <u>great detail</u> of how they demonstrated leadership and articulates what was learned from it; <b>answer includes how that experience impacted or influenced their career.</b>
5. Applicant's answer displays self-awareness by communicating how their words and actions might be perceived by their colleagues.	Question is unanswered or only answered with a couple of words.	Answer did not share any example of how colleagues would perceive their leadership style, only how they wish (their own thoughts) to be perceived.	Answer shares an example, with little detail, how colleagues would perceive their leadership style; answer conveys <u>no</u> self-awareness.	Answer shares examples how colleagues would perceive their leadership style; answer conveys some self-awareness.	Answer shares <u>detailed examples</u> of how their colleagues would perceive their leadership style; answer demonstrates self-awareness.	Answer shares in <u>great detail</u> how their colleagues would perceive their leadership style; <b>answer demonstrates strong self-awareness.</b>