**ENG 311 – Fall 2019 - Interview Rating-scale** Rater: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Sec: \_\_\_\_ Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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|  | **Criteria** | **Notes** |
| **Content (C)****10-9****8-7****6-5****4-3****2-1** | **The answers:*** address the question **directly** and include only **relevant** information
* show that the candidate **meets** the required **criteria**
* provide **specific evidence** when relevant
* show that the candidate has sound **info**rmation about the **program, course, company**, etc.
* use the **STAR** (**S**ituation, **T**ask, **A**chievement and **R**esults) technique when relevant
* are delivered using **time** effectively
* show student is **self-aware**
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| **Interactional competence (IC)****5****4****3****2****1** | **The answers are delivered:** * **fluently** with occasional natural hesitations and pauses
* using effective **body language** (e.g. eye-contact, posture) reflecting the candidate’s interest, confidence and positivity
* **clearly** at an appropriate **pace**
* **politely** following the conventions of formal encounters
* with the right **volume** (voice)
 |  |
| **Language (L)**

|  |  |
| --- | --- |
| **5****4****3****2****1** | VocabularyGrammarPronunciationdiscourse management (accuracy, range &  appropriateness) |

 | **The answers:** * display strong language skills since the **vocabulary** and **grammar** are always sufficient to **promptly** respond to the questions
* are **error-free** with the exception of minor errors made by international users of English
* are given using **formal language**
* are **coherent**
* intelligible (**pronunciation, intonation, stress**)
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**Interpretation of the scores:**

**The interview provides evidence that the candidate:**

|  |  |  |
| --- | --- | --- |
| **C** | **9-10** | meets all the criteria in the band indicating that the s/he is highly suitable for the position. |
| **IC/ L** | **5** |
| **C** | **7-8** | meets almost all of the criteria in the band indicating that the candidate is a suitable for the position. |
| **IC/ L** | **4** |
| **C** | **6-5** | meets some of the criteria in the band indicating that the candidate might be a suitable candidate for the position. |
| **IC/ L** | **3** |
| **C** | **4-3** | meets few of the criteria in the band indicating that the candidate needs to further prepare for the interview |
| **IC/ L** | **2** |
| **C** | **2-1** | does not meet the criteria in the band  |
| **IC/L** | **1** |
|  | **0** | provides no evidence to make judgements |