**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** |  |
| **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** | Vocabulary  Grammar  Pronunciation  discourse 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**) |  |

**Interpretation of the scores:**

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

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| **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 |