**ENG 311 – Fall 2018 - Interview Rating-scale** Rater: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Sec: \_\_\_\_ Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |  |
| --- | --- | --- |
|  | **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 information about the program, course, company, etc. * use the STAR (Situation, Task, Achievement and Results) 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 minor errors made by international users’ of English * are given using formal language * are coherent * intelligible (pronunciation, intonation, stress) |  |

**Total grade out of 20: \_\_\_\_**

**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 |