

**Resident Assistant selection rubric: The following rubric should be used to evaluate candidates for the resident assistant position.**

**Please verify that your ratings reflect the following descriptions.**

	<b>Unsatisfactory</b>	<b>Below Average</b>	<b>Satisfactory</b>	<b>Above Average</b>	<b>Outstanding</b>	<b>Unknown</b>
<b>Professional Skills</b>	Lacks the professional skills to hold a student leadership position. Student shows little to no regard for timeliness, does not complete assigned tasks, does not take responsibility for his/her actions, and is inconsiderate of others.	Struggles with professional skills, was late to meeting or needed to be re-contacted to respond for interview, had to be queued to take his/her part in the interview, and needs to develop professional and office skills.	Possesses the professional skills to be an effective resident assistant. In general, he/she was on time, responsible, and professional in his/her interactions with peers and RD staff.	Is professional in nature, demonstrates a responsible attitude towards school, living in a community, and/or work. Demonstrates a professional demeanor and is a willing and active participant.	Demonstrates professional behavior on a consistent basis. Going above and beyond in the classroom, residence hall, and/or community. Always demonstrates a professional attitude and understands the importance of maintaining a professional persona.	No observations of the candidate's professional skills/ I am unfamiliar with him/her in this aspect
<b>Interpersonal Skills</b>	Lacks the interpersonal skills needed to succeed as resident assistant. The Candidate does not interact well with others, is culturally insensitive, and/or is willfully offensive to peers.	Struggles with social interactions, does not willfully interact with peers, and needs to develop his/her interpersonal skills to excel in a leadership position.	Works well with others, is seems generally comfortable interacting with peers, and demonstrates the ability to communicate effectively, however does not go out of his/her way to engage others.	Displays the ability to engage a wide variety of people and effectively communicate ideas, Encourages others to participate, and demonstrates empathy.	Goes out of his/her way to interact with a wide variety of people, is an outstanding communicator, comfortable interacting with all people. Demonstrates the ability to lead constructive conversations and encourage others to think critically.	No observations of the candidate's interpersonal skills/ I am unfamiliar with him/her in this aspect.
<b>Leadership Skills</b>	Demonstrates no willingness to lead, has no leadership background, and shows no intent to transform themselves into student leaders.	Demonstrates the willingness to involve themselves in group activities but does not lead, encourage others to get involved, or engage themselves within the group.	Has leadership experience but it is limited, he/she demonstrates the ability to lead and willingness to learn the skills necessary to become a more effective leader.	Involved in a variety of leadership roles, is a skilled leader who encourages others to become active participants, and challenges peers to act.	Displays a history of leadership roles, models expected behavior, inspires others to become involved, encourages others to act, accepts that failure is part of the process and is a learning experience.	No observations of the candidate's leadership skills/ I am unfamiliar with him/her in this aspect.
<b>Maturity</b>	Immature, inappropriate in their interactions with peers, and/or does not demonstrate an understanding of the impact their words or actions have on others.	Demonstrates a maturity level that is below that of his/her peers. Avoids or makes light of difficult topics, makes inappropriate comments or jokes, is often concerned with impressing peers.	Maturity is on par with his/her peers. Can discuss difficult or controversial issues in a serious manner. Understands that his/her actions affect others.	Demonstrates empathy, can engage in difficult conversations when confronted with an issue, and is confident enough that he/she is not concerned about opinions but rather what is right at the moment.	His/her actions & demeanor demonstrate self-confidence. Is self-aware and wants to grow as a person. Engages peers in proactive conversations attempting to improve those around him/her	No observations of the candidate's maturity/I am unfamiliar with him/her in this aspect.
<b>Overall impression of the candidate</b>	Does not demonstrate the ability to be an effective resident assistant. They fall far below what is expected to be a student leader on campus.	Does not yet display the ability to be an effective leader. Lacks the skills/background/maturity to be an individual others look to for guidance.	Displays the ability to be an effective campus leader but needs to improve in some aspects. Demonstrates proficiency and with proper training & supervision could succeed.	Demonstrates the skills to be an outstanding campus leader, needs to continue to build upon current skillset but I am confident in his/her ability to be an effective campus leader.	Professional, active, mature, and willing to encourage others to challenge their comfort zones. Excels in all facets of the process. I am fully confident in his/her ability.	No observations of the candidate/ I am not familiar with him/her