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|  | **Developing** | **Adequate** | **Accomplished** |
| **Clarity of Response** | The response was disjointed and difficult to follow. | The response was clear and organized. | The response used language that enhanced clarity and a format that was structured. |
| **Focus of Response** | There were some points made in the response, but they were not put into a framework. | The points used in the responses were specific to the questions. | The points were very specific and highly organized according to the questions. |
| **Elaboration of Points** | There was little elaboration used in each response. | Each response contained an elaboration using examples from experience or from Career Portfolio. | Each response contained an elaboration using examples from experience and from Career Portfolio. |
| **Thoughtfulness** | The response showed little thoughtfulness or reflection. | The response contained some personal reflections. | The response was appropriately reflective and contained some personal references. |
| **Body Language** | The interviewee seemed uncomfortable in the interview. | The interviewee was prepared and comfortable during the interview. | The interviewee seemed very self-confident throughout the interview process. |