Interviewer: _____   Date: _____

Applicant:_____

Professional Demeanor/Dress				
0	0.25	0.5	0.75	1
Unkempt; rude; late	Generally well-groomed; slow or difficult to engage	Appropriately dressed, timely, polite; interacts well but must be led by interviewers	Pleasant, courteous, well groomed; enough self-confidence to have some poise in interaction	Pleasant, courteous, well groomed; self-assured, well spoken; completely comfortable with the interview
Interaction (World Café)				
0	0.5	1	1.5	2
Rude, unpleasant, difficult, or impossible to engage or frequently interrupts others	Courteous and polite, difficult to engage or sometimes interrupts others	Courteous and polite, spontaneously participates	Appears comfortable in interactions, listens attentively to all other participants	Comfortable with residents and faculty, at ease during interactions, seeks out opinions/ideas from other group members in collaborative fashion
Problem-Solving (World Café)				
0	0.5	1	1.5	2
Unable to generate any solutions to scenarios	Generates basic ideas, primarily clinical in nature or addressing only non-clinical factors	Presents several solid ideas, incorporating at least two separate systems (clinical, support staff, administrative, resources, media, etc.)	Generates multiple good ideas within the context of multiple systems.	Multiple creative and/or insightful solutions, integrates/synthesizes others' ideas into greater whole, demonstrates understanding of complex systems interactions

Total Points _____/_____5_____

Comments: