

Dental Hygiene Program Candidate Interview Rubric

Candidates for the In-person Interview will be notified through their RCBC student email account to attend a mandatory in-person interview. The Twenty-six (26) Candidates who scored the highest on the Candidate Interview Rubric will be notified through their RCBC student email account of their Conditionally Accepted to the RCBC Dental Hygiene Program.

**Please, read carefully** this Rubric in order to know the criteria taken into account for this interview assessment.

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| **Criteria** | **Outstanding (3)** | **Fair (2)** | **Poor (1)** | **Score** |
| Demonstrates effective speaking skills (clarity, pace, volume) | Always spoke clearly with good pace and volume. | Mostly spoke clearly with satisfactory pace and volume. | Sometimes lacked clarity and was hard to hear. |  |
| Communication Skills (concise and to the point) | Responses were specific and to the point. | Respondence were sometimes off topic and/or wordy. | Responses were non-specific and wordy. |  |
| Fine Motor Skill Evaluation  (hand-on skills exercise) | 100-90% | 89-75% | Less than 74% |  |
| Professionalism  (includes a variety of personal qualities and behaviors that demonstrate  commitment to effective performance) | Arrives on time, engages appropriately, and present in the moment. | Arrives on time, sometimes did not engage appropriately, and/or be present in the moment. | Did not arrive on time, sometimes did not engage appropriately, and/or be present in the moment. |  |
| Responses | Gives well-constructed confident responses that are genuine. | Gives well-constructed responses, but sounds rehearsed or unsure. | Answers with “yes” or “no” and fails to elaborate to explain; talks negatively about past employers. |  |
| Quality of Candidate Questions | All questions pertinent and no questions interrupted interviewer(s). | Some questions pertinent and/or some interrupted interviewer(s). | Most questions non-pertinent and/or most interrupted interviewer(s). |  |
|  |  |  | Total Score |  |

***Candidates who fail to reschedule or attend their Interview will receive a Zero (0) score on their Interview Rubric.***

Notes: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_