### Macintosh HD:Users:Corey:Desktop:SLC_Logo_Vector with R.png

### Observer Evaluation Measurements

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Seemiller, C. (2016). *Student leadership competencies observer evaluation measurements*.

**Learning and Reasoning**

**Research**

Please rate your student's performance in this role in relation to researching information. Was the student able to find out information on his or her own? Was the student able to distinguish legitimate information from that which is not as legitimate? Could the student delve deeper into content to uncover hard to find information? Select only one choice.

* Always researched information effectively
* Often, but not always, researched information effectively
* Sometimes researched information effectively
* Often did not research information effectively
* Never researched information effectively

**Other Perspectives**

Please rate your student's performance in this role in relation to seeking to understand other perspectives. Did the student seek out perspectives that might be different than his or her own? Was the student able to consider other perspectives in forming an opinion or making a decision? Select only one choice.

* Always considered other perspectives
* Often, but not always, considered other perspectives
* Sometimes considered other perspectives
* Often did not consider other perspectives
* Never considered other perspectives

**Reflection and Application**

Please rate your student's performance in this role in relation to reflection and application. Did the student reflect on past events and experiences to identify lessons learned? Did the student consider previous lessons learned when engaging in current behavior and making decisions? Select only one choice.

* Always reflected on lessons learned and applied that learning to future actions
* Often, but not always, reflected on lessons learned and applied that learning to future actions
* Sometimes reflected on lessons learned and applied that learning to future actions
* Often did not reflect on lessons learned and applied that learning to future actions
* Never reflected on lessons learned and applied that learning to future actions

**Systems Thinking**

Please rate your student's performance in this role in relation to systems thinking. Did the student understand the cause and effect of different decisions and actions? Did the student anticipate the impact particular actions might have? Did the student understand the “why” behind certain situations? Select only one choice.

* Always considered the cause and effect of decisions and actions
* Often, but not always, considered the cause and effect of decisions and actions
* Sometimes considered the cause and effect of decisions and actions
* Often did not consider the cause and effect of decisions and actions
* Never considered the cause and effect of decisions and actions

**Analysis**

Please rate your student's performance in this role in relation to analyzing information. Did the student look at the details of information provided to obtain a deeper understanding? Did the student ask questions such as, “How?” or “Why?” to get a better understanding of a situation? Select only one choice.

* Always looked closely at details to gain a deep understanding of information or a situation
* Often, but not always, looked closely at details to gain a deep understanding of information or a situation
* Sometimes looked closely at details to gain a deep understanding of information or a situation
* Often did not look closely at details to gain a deep understanding of information or a situation
* Never looked closely at details to gain a deep understanding of information or a situation

**Synthesis**

Please rate your student's performance in this role in relation to effectively synthesizing information. Did the student demonstrate the ability to find a central theme across a variety of information? Did the student summarize information so that only the relevant information was presented? Select only one choice.

* Always effectively synthesized information
* Often, but not always, effectively synthesized information
* Sometimes summarized information highlighting the most relevant content
* Often did not effectively synthesize information
* Never effectively synthesized information

**Evaluation**

Please rate your student's performance in this role in relation to effectively evaluating information. Did the student appropriately evaluate information presented? Did the student effectively prioritize his or her work? Select only one choice.

* Always effectively evaluated information
* Often, but not always, effectively evaluated information
* Sometimes effectively evaluated information
* Often did not effectively evaluate information
* Never effectively evaluated information

**Idea Generation**

Please rate your student's performance in this role in relation to offering ideas. Did the student participate in brainstorming, as appropriate? Did the student contribute novel ideas to situations or problems? Select only one choice.

* Always offered ideas, as appropriate
* Often, but not always, offered ideas, as appropriate
* Sometimes offered ideas, as appropriate
* Often did not offer ideas, even when solicited
* Never offered ideas, even when solicited

**Problem Solving**

Please rate your student's performance in this role in relation to effectively solving problems. Did the student devise multiple viable solutions to problems? Did the student consider different solutions? Did the student select good solutions to problems? Select only one choice.

* Always solved problems effectively
* Often, solved problems effectively
* Sometimes solved problems effectively
* Often did not solve problems effectively
* Never solved problems effectively

**Decision Making**

Please rate your student's performance in this role in relation to making good decisions. Did the student consider contextual factors when making decisions? Did the student make decisions that were healthy and productive? Select only one choice.

* Always made good decisions
* Often, made good decisions
* Sometimes made good decisions
* Often did not make good decisions
* Never made good decisions

**Self-Awareness and Development**

**Self-Understanding**

Please rate your student's performance in this role in relation to demonstrating self-understanding. Did the student demonstrate an understanding of his or her beliefs, interests, passions, and/or capacities? Did the student seek out and/or participate opportunities to enhance his or her self-understanding? Select only one choice.

* Always demonstrated self-understanding
* Often, but not always, demonstrated self-understanding
* Sometimes demonstrated self-understanding
* Often did not demonstrate self-understanding
* Never demonstrated self-understanding

**Personal Values**

Please rate your student's performance in this role in relation to behaving in alignment with personal values. Did the student demonstrate a clear understanding of his or her personal values? Did the student act in accordance with those values? Select only one choice.

* Always behaved in alignment with personal values
* Often, but not always, behaved in alignment with personal values
* Sometimes behaved in alignment with personal values
* Often did not behave in alignment with personal values
* Never behaved in alignment with personal values

**Personal Contributions**

Please rate your student's performance in this role in relation to contributing strengths and assets to the team. Did the student demonstrate a clear understanding of his or her strengths and assets? Did the student contribute his or her strengths and/or assets to the team as needed? Select only one choice.

* Always contributed strengths and/or assets to the team
* Often, but not always, contributed strengths and/or assets to the team
* Sometimes contributed strengths and/or assets to the team
* Often did not contribute strengths and/or assets to the team
* Never contributed strengths and/or assets to the team

**Scope of Competence**

Please rate your student's performance in this role in relation to acting in accordance to his or her scope of competence. Did the student demonstrate a clear understanding of his or her scope of competence? If a role or task was outside the scope of the student’s proficiency level, did he or she ask for assistance? Did the student refer tasks beyond his or her ability level to others who were better equipped for the task? Select only one choice.

* Always sought assistance, guidance, and/or referred tasks beyond his or her proficiency level
* Often, but not always, sought assistance, guidance, and/or referred tasks beyond his or her proficiency level
* Sometimes sought assistance, guidance, and/or referred tasks beyond his or her proficiency level
* Often did not seek assistance, guidance, and/or refer tasks beyond his or her proficiency level
* Never sought assistance, guidance, and/or referred tasks beyond his or her proficiency level

**Receiving Feedback**

Please rate your student's performance in this role in relation to considering and implementing feedback. Did the student follow instructions given by you or others? Did the student act upon your feedback and make improvements? Select only one choice.

* Always considered and implemented feedback
* Often, but not always, considered and implemented feedback
* Sometimes considered and implemented feedback
* Often did not consider and implement feedback
* Never considered and implemented feedback

**Self-Development**

Please rate your student's performance in this role in relation to participating in self-development opportunities. Did the student take advantage of training and mentoring opportunities provided? Did the student seek out opportunities for enhanced learning? Select only one choice.

* Always participated in self-development opportunities when offered
* Often, but not always, participated in self-development opportunities when offered
* Sometimes participated in self-development opportunities when offered
* Often did not participate in self-development opportunities when offered
* Never participated in self-development opportunities when offered

**Interpersonal Interaction**

**Productive Relationships**

Please rate your student's performance in this role in relation to fostering productive relationships. Did the student reach out to others to create relationships? Did the student build healthy and productive relationships with others? Select only one choice.

* Always fostered productive relationships with others
* Often, but not always, fostered productive relationships with others
* Sometimes fostered productive relationships with others
* Often did not foster productive relationships with others
* Never fostered productive relationships with others

**Appropriate Interaction**

Please rate your student's performance in this role in relation to interacting appropriately with others. Did the student engage in professional behavior with others? Did the student respect the boundaries of others? Select only one choice.

* Always interacted appropriately with others
* Often, but not always, interacted appropriately with others
* Sometimes interacted appropriately with others
* Often did not interact appropriately with others
* Never interacted appropriately with others

**Helping Others**

Please rate your student's performance in this role in relation to helping others. Did the student offer assistance to others? Did the student offer help to others without expecting anything in return? Select only one choice.

* Always offered assistance to others
* Often, but not always, offered assistance to others
* Sometimes offered assistance to others
* Often did not offer assistance to others
* Never offered assistance to others

**Empathy**

Please rate your student's performance in this role in relation to demonstrating empathy. Did the student provide support and validation of another person’s feelings? Did the student act with kindness and compassion toward someone facing a particular situation? Select only one choice.

* Always demonstrated empathy
* Often, but not always, demonstrated empathy
* Sometimes demonstrated empathy
* Often did not demonstrate empathy
* Never demonstrated empathy

**Mentoring**

Please rate your student's performance in this role in relation to mentoring. Did the student seek out others with less experience or knowledge to offer guidance? Did the student teach or coach others to help them reach their potential? Select only one choice.

* Always provided mentoring to others with less experience or knowledge
* Often, but not always, provided mentoring to others with less experience or knowledge
* Sometimes provided mentoring to others with less experience or knowledge
* Often did not provide mentoring to others with less experience or knowledge
* Never provided mentoring to others with less experience or knowledge

**Motivation**

Please rate your student's performance in this role in relation to motivating others. Did the student seek to understand the different ways in which people they work with are motivated? Did the student use those specific strategies to motivate others? Select only one choice.

* Always attempted to motivate others using specific strategies that work for them
* Often, but not always, attempted to motivate others using specific strategies that work for them
* Sometimes attempted to motivate others using specific strategies that work for them
* Often did not attempt to motivate others using specific strategies that work for them
* Never attempted to motivate others using specific strategies that work for them

**Others’ Contributions**

Please rate your student's performance in this role in relation to leveraging others’ contributions. Did the student seek to understand what specific strengths and talents each member brought to the group? Did the student utilize the contributions of each group member to maximize group functioning or task completion? Did the student put the right people in the right places? Select only one choice.

* Always leveraged others’ contributions in an effort to maximize team functioning or task completion
* Often, but not always, leveraged others’ contributions in an effort to maximize team functioning or task completion
* Sometimes leveraged others’ contributions in an effort to maximize team functioning or task completion
* Often did not leverage others’ contributions in an effort to maximize team functioning or task completion
* Never leveraged others’ contributions in an effort to maximize team functioning or task completion

**Empowerment**

Please rate your student's performance in this role in relation to empowering others. Did the student help others involved with a role or task feel a sense of ownership? Did the student ensure that those he or she empowered were proficient and prepared for the role or task being assigned? Did the student provide the information, resources, and decision-making power to those he or she empowered to set them up for success? Did the student provide support and guidance to those he or she empowered? Select only one choice.

* Always fostered a sense of empowerment with others
* Often, but not always, fostered a sense of empowerment with others
* Sometimes fostered a sense of empowerment with others
* Often did not foster a sense of empowerment with others
* Never fostered a sense of empowerment with others

**Providing Feedback**

Please rate your student's performance in this role in relation to effectively providing feedback to others. Did the student appropriately assess a situation to determine the feedback warranted to give to another person? Did the student provide clear, timely feedback using real-life examples? Did the student offer the feedback in a respectful manner? Select only one choice.

* Always effectively provided feedback to others
* Often, but not always, effectively provided feedback to others
* Sometimes effectively provided feedback to others
* Often did not effectively provide feedback to others
* Never effectively provided feedback to others

**Supervision**

Please rate your student's performance in this role in relation to effectively supervising others. Did the student provide clear direction to those he or she oversaw? Did the student provide training and resources to ensure those supervised received the support needed? Did the student check in frequently with those supervised to answer questions and provide guidance? Select only one choice.

* Always effectively supervised others
* Often, but not always, effectively supervised others
* Sometimes effectively supervised others
* Often did not effectively supervise others
* Never effectively supervised others

**Collaboration**

Please rate your student's performance in this role in relation to effectively collaborating with others. Did the student contribute ideas to move the group toward achieving its objective? Did the student take on a fair share of work and follow through on that work? Did the student contribute to positive group functioning? Was the student a team player? Select only one choice.

* Always effectively collaborated with others
* Often, but not always, effectively collaborated with others
* Sometimes effectively collaborated with others
* Often did not effectively collaborate with others
* Never effectively collaborated with others

**Group Dynamics**

**Organizational Behavior**

Please rate your student's performance in this role in relation to understanding and contributing to productive organizational functioning. Did the student have an understanding of the culture and norms of the organization? Did the student adapt well to the organizational culture? Did the student refrain from behaving in ways that were not productive to organizational functioning? Select only one choice.

* Always engaged in behavior that aligned with productive organizational functioning
* Often, but not always, engaged in behavior that aligned with productive organizational functioning
* Sometimes engaged in behavior that aligned with productive organizational functioning
* Often did not engage in behavior that aligned with productive organizational functioning
* Never engaged in behavior that aligned with productive organizational functioning

**Power Dynamics**

Please rate your student's performance in this role in relation to effectively navigating power dynamics. Did the student have an understanding of the internal and external power dynamics affecting the organization? Did the student effectively navigate the power structures for the betterment of the organization? Did the student refrain from using power inappropriately and confronted others who did? Select only one choice.

* Always effectively navigated power dynamics
* Often, but not always, effectively navigated power dynamics
* Sometimes effectively navigated power dynamics
* Often did not effectively navigate power dynamics
* Never effectively navigated power dynamics

**Group Development**

Please rate your student's performance in this role in relation to fostering group development. Did the student assist the group in developing a shared purpose? Did the student engage all group members in roles and tasks? Did the student facilitate trust building among group members? Did the student effectively address any interpersonal issues in the group? Select only one choice.

* Always engaged in behaviors that fostered group development
* Often, but not always, engaged in behaviors that fostered group development
* Sometimes engaged in behaviors that fostered group development
* Often did not engage in behaviors that fostered group development
* Never engaged in behaviors that fostered group development

**Creating Change**

Please rate your student's performance in this role in relation to effectively creating change. Did the student fully understand the context in which he or she was attempting to create change? Did the student listen to the ideas of others in the change process? Did the student develop strategies to ensure the change was sustainable, ethical, and productive? Did the student weigh out the pros and cons of the proposed change? Did the student effectively support others who might be affected by the change? Select only one choice.

* Always engaged in behaviors that contributed to effectively creating change
* Often, but not always, engaged in behaviors that contributed to effectively creating change
* Sometimes engaged in behaviors that contributed to effectively creating change
* Often did not engage in behaviors that contributed to effectively creating change
* Never engaged in behaviors that contributed to effectively creating change

**Civic Responsibility**

**Diversity**

Please rate your student's performance in this role in relation to fostering a commitment to diversity. Did the student seek out opportunities to interact with people different from him or her? Did the student participate in events or experiences to enhance his or her perspectives? Did the student encourage others to expose themselves to a diverse array of people, ideas, and experiences? Select only one choice.

* Always fostered a commitment to diversity
* Often, but not always, fostered a commitment to diversity
* Sometimes fostered a commitment to diversity
* Often did not foster a commitment to diversity
* Never fostered a commitment to diversity

**Others’ Circumstances**

Please rate your student's performance in this role in relation to understanding and considering others’ circumstances. Did the student ask appropriate questions of others to learn about their circumstances? Did the student listen to others as they shared their circumstances and experiences? Did the student consider the circumstances of others in decision-making? Select only one choice.

* Always attempted to understand and consider the circumstances of others
* Often, but not always, attempted to understand and consider the circumstances of others
* Sometimes attempted to understand and consider the circumstances of others
* Often did not attempt to understand and consider the circumstances of others
* Never attempted to understand and consider the circumstances of others

**Inclusion**

Please rate your student's performance in this role in relation to being inclusive. Did the student create a welcoming environment for the diversity of members or participants? Did the student reach out to individuals who may have felt excluded or left out of the group to help connect them with the group? Did the student take into account the needs of all group members when planning an event or experience? Select only one choice.

* Always engaged in inclusive behaviors
* Often, but not always, engaged in inclusive behaviors
* Sometimes engaged in inclusive behaviors
* Often did not engage in inclusive behaviors
* Never engaged in inclusive behaviors

**Social Justice**

Please rate your student's performance in this role in relation to supporting social justice. Did the student participate in activities, conversations, or trainings designed to expand his or her understanding of issues of social justice? Did the student educate others on social justice issues? Did the student engage in an action aimed to contribute to expanding equity or equality? Did the student engage in an action aimed to address issues of inequity or inequality? Select only one choice.

* Always engaged in actions that support social justice
* Often, but not always, engaged in actions that support social justice
* Sometimes engaged in actions that support social justice
* Often did not engage in actions that support social justice
* Never engaged in actions that support social justice

**Social Responsibility**

Please rate your student's performance in this role in relation to engaging in socially responsible behaviors. Did the student engage in socially responsible behavior? Did the student refrain from engaging in behavior that was not socially responsible? Did the student encourage others to engage in socially responsible behavior? Select only one choice.

* Always engaged in socially responsible behavior
* Often, but not always, engaged in socially responsible behavior
* Sometimes engaged in socially responsible behavior
* Often did not engage in socially responsible behavior
* Never engaged in socially responsible behavior

**Service**

Please rate your student's performance in this role in relation to engaging in collaborative, sustainable service initiatives. Did the student have a thorough understanding of the issue needing service and initiatives/agencies already working to address that issue? Did the student ensure that the service being done was in collaboration with the community and contributed toward sustainable change? Did the student engage in service that addressed the community’s needs? Select only one choice.

* Always participated in service initiatives that were done in collaboration with community members and aimed to create sustainable change
* Often, but not always, participated in service initiatives that were done in collaboration with community members and aimed to create sustainable change
* Sometimes participated in service initiatives that were done in collaboration with community members and aimed to create sustainable change
* Often did not engage participate in service initiatives that were done in collaboration with community members and aimed to create sustainable change
* Never participated in service initiatives that were done in collaboration with community members and aimed to create sustainable change

**Communication**

**Verbal Communication**

Please rate your student's performance in this role in relation to effectively communicating verbally. Did the student communicate in a clear, concise, and logical manner? Did the student appear comfortable, confident, and natural in communicating? If applicable, did the student articulate his or her thoughts with appropriate volume and pace? Select only one choice.

* Always effectively communicated verbally
* Often, but not always, effectively communicated verbally
* Sometimes effectively communicated verbally
* Often did not effectively communicate verbally
* Never effectively communicated verbally

**Nonverbal Communication**

Please rate your student's performance in this role in relation to effectively communicating nonverbally. Did the student use appropriate body language and gestures when communicating? Did the student maintain a comfortable proximity with those he or she was communicating with? Select only one choice.

* Always effectively communicated nonverbally
* Often, but not always, effectively communicated nonverbally
* Sometimes effectively communicated nonverbally
* Often did not effectively communicate nonverbally
* Never effectively communicated nonverbally

**Listening**

Please rate your student's performance in this role in relation to effectively listening. Did the student pay full attention to those communicating? Did the student refrain from interrupting others when they were communicating? Did the student ask clarifying questions, summarize information, or otherwise appear to understand what was being communicated? Select only one choice.

* Always effectively listened to others
* Often, but not always, effectively listened to others
* Sometimes effectively listened to others
* Often did not effectively listen to others
* Never effectively listened to others

**Writing**

Please rate your student's performance in this role in relation to demonstrating effective writing. Did the student write in a clear, concise, and logical manner? Did the student back any claims or arguments with appropriate content and/or sources? Did the student select words appropriate for the type of writing? Did the student use proper spelling and grammar? Select only one choice.

* Always demonstrated effective writing
* Often, but not always, demonstrated effective writing
* Sometimes demonstrated effective writing
* Often did not demonstrate effective writing
* Never demonstrated effective writing

**Facilitation**

Please rate your student's performance in this role in relation to effectively facilitating discussions and activities. Did the student engage all participants? Did the student keep the group on topic during the discussion? Did the student clarify and synthesize information for the group? Did the student encourage respectful discussion without intervening with personal opinions? Select only one choice.

* Always facilitated discussions effectively
* Often, but not always, facilitated discussions effectively
* Sometimes facilitated discussions effectively
* Often did not facilitate discussions effectively
* Never facilitated discussions effectively

**Conflict Negotiation**

Please rate your student's performance in this role in relation to effectively negotiating conflict. Did the student ensure all those involved in the conflict understood the issue and goal of the negotiation? Did the student focus solely on the issue at hand? Did the student manage the emotional climate of the conflict negotiation by making sure the negotiation did not get personal? Did the student attempt to find common ground? Select only one choice.

* Always effectively negotiated conflict
* Often, but not always, effectively negotiated conflict
* Sometimes effectively negotiated conflict
* Often did not effectively negotiate conflict
* Never effectively negotiated conflict

**Advocating for a Point of View**

Please rate your student's performance in this role in relation to effectively advocating for a point of view. Did the student effectively explain the significance of the issue? Did the student clearly articulate the rationale and knowledge behind the opinion or idea? Did the student deliver the opinion or idea in a passionate, confident manner? Did the student refrain from blaming or verbally attacking others? Select only one choice.

* Always effectively advocated for a point of view
* Often, but not always, effectively advocated for a point of view
* Sometimes effectively advocated for a point of view
* Often did not effectively advocate for a point of view
* Never effectively advocated for a point of view

**Strategic Planning**

**Mission**

Please rate your student's performance in this role in relation to developing a mission statement. Did the student identify core values with which to develop a mission statement? Did the student effectively engage in the mission development process? Did the student develop a mission statement that reflected the core values? Select only one choice.

* Always used techniques associated with effectively developing a mission statement
* Often, but not always, used techniques associated with effectively developing a mission statement
* Sometimes used techniques associated with effectively developing a mission statement
* Often did not use techniques associated with effectively developing a mission statement
* Never used techniques associated with effectively developing a mission statement

**Vision**

Please rate your student's performance in this role in relation to developing a vision statement. Did the student conceptualize an ideal future with which to develop a vision statement? Did the student effectively engage in the vision development process? Did the student develop a vision statement that reflected the ideal future? Select only one choice.

* Always used techniques associated with effectively developing a vision statement
* Often, but not always, used techniques associated with effectively developing a vision statement
* Sometimes used techniques associated with effectively developing a vision statement
* Often did not use techniques associated with effectively developing a vision statement
* Never used techniques associated with effectively developing a vision statement

**Goals**

Please rate your student's performance in this role in relation to setting goals. Did the student set attainable and measurable goals? Did the student generate realistic time frames with which to complete the goals? Did the student review goals on a regular basis to make adjustments if necessary? Select only one choice.

* Always used techniques associated with effectively setting goals
* Often, but not always, used techniques associated with effectively setting goals
* Sometimes used techniques associated with effectively setting goals
* Often did not use techniques associated with effectively setting goals
* Never used techniques associated with effectively setting goals

**Plan**

Please rate your student's performance in this role in relation to creating plans. Did the student create a plan with action items, timelines, and resources needed? Did the student ensure that the plan was reflective of a larger goal or task? Did the student review the plan on a regular basis to make adjustments if necessary? Select only one choice.

* Always used techniques associated with effectively creating plans
* Often, but not always, used techniques associated with effectively creating plans
* Sometimes used techniques associated with effectively creating plans
* Often did not use techniques associated with effectively creating plans
* Never used techniques associated with effectively creating plans

**Organization**

Please rate your student's performance in this role in relation to getting and staying organized. Did the student use a system to get and stay organized? Select only one choice.

* Always used a system to get and stay organized
* Often, but not always, used a system to get and stay organized
* Sometimes used a system to get and stay organized
* Often did not use a system to get and stay organized
* Never used a system to get and stay organized

**Personal Behavior**

**Initiative**

Please rate your student's performance in this role in relation to taking initiative. Did the student take initiative in his or her work? Did the student recognize something needed to be done and either did it or brought it to your attention? Select only one choice.

* Always took initiative
* Often, but not always, took initiative
* Sometimes took initiative
* Often did not take initiative
* Never took initiative

**Functioning Independently**

Please rate your student's performance in this role in relation to functioning independently. Was the student able to learn how to do a project and then run with it with little further guidance? Was the student able to solve small easy problems without having to come to you? Did the student complete work with little to no follow-up? Select only one choice.

* Always able to work independently
* Often, but not always, able to work independently
* Sometimes able to work independently
* Often was not able to work independently
* Never was able to work independently

**Follow-Through**

Please rate your student's performance in this role in relation to following through on tasks and projects. Did the student complete necessary tasks in a timely manner? Was the student reliable and dependable? Did the student fulfill requirements set forth in this role? Select only one choice.

* Always followed through on tasks and projects
* Often, but not always, followed through on tasks and projects
* Sometimes followed through on tasks and projects
* Often did not follow through on tasks and projects
* Never followed through on tasks and projects

**Responsibility for Personal Behavior**

Please rate your student's performance in this role in relation to taking responsibility for personal behavior. Did the student accept responsibility for his or her actions, behaviors, and decisions? Did the student refrain from blaming others for his or her actions? Did the student attempt to rectify any situations in which he or she may have created a negative impact? Select only one choice.

* Always took responsibility for actions, behaviors, and decisions
* Often, but not always, took responsibility for actions, behaviors, and decisions
* Sometimes took responsibility for actions, behaviors, and decisions
* Often did not take responsibility for actions, behaviors, and decisions
* Never took responsibility for actions, behaviors, and decisions

**Ethics**

Please rate your student's performance in this role in relation to acting in an ethical manner. Did the student uphold the ethical standards of the organization? Did the student refrain from engaging in unethical behaviors? Select only one choice.

* Always acted in an ethical manner
* Often, but not always, acted in an ethical manner
* Sometimes acted in an ethical manner
* Often did not act in an ethical manner
* Never acted in an ethical manner

**Responding to Ambiguity**

Please rate your student's performance in this role in relation to effectively responding to ambiguity. Did the student try to seek out additional information about a situation that might be helpful in making a decision? Did the student avoid stalling on making decisions waiting for information that might not emerge? Did the student make decisions even without all of the desired information if a decision was necessary? Select only one choice.

* Always effectively responded to ambiguity
* Often, but not always, effectively responded to ambiguity
* Sometimes effectively responded to ambiguity
* Often did not effectively respond to ambiguity
* Never effectively responded to ambiguity

**Responding to Change**

Please rate your student's performance in this role in relation to effectively responding to change. Did the student identify possible changes to a situation and subsequent backup plans for those changes? Was the student able to effectively change course as needed? Was the student able to effectively cope with change? Did the student contribute to the implementation of the change, if appropriate? Select only one choice.

* Always effectively responded to change
* Often, but not always, effectively responded to change
* Sometimes effectively responded to change
* Often did not effectively respond to change
* Never effectively responded to change

**Resiliency**

Please rate your student's performance in this role in relation to demonstrating resiliency. Did the student enact strategies to help him or her recover after a setback? Did the student embrace setbacks as learning opportunities? Did the student integrate lessons learned and try again, if appropriate? Select only one choice.

* Always demonstrated resiliency
* Often, but not always, demonstrated resiliency
* Sometimes demonstrated resiliency
* Often did not demonstrate resiliency
* Never demonstrated resiliency

**Positive Attitude**

Please rate your student's performance in this role in relation to exhibiting a positive attitude. Did the student speak positively of others? Did the student demonstrate hope and optimism, even in hard times? Did the student exhibit a positive attitude around others? Select only one choice.

* Always exhibited a positive attitude
* Often, but not always, exhibited a positive attitude
* Sometimes exhibited a positive attitude
* Often did not exhibit a positive attitude
* Never exhibited a positive attitude

**Confidence**

Please rate your student's performance in this role in relation to demonstrating confidence. Did the student participate in activities to build confidence? Did the student know appropriate information to appear confident? Did the student appear confident to others? Select only one choice.

* Always demonstrated confidence
* Often, but not always, demonstrated confidence
* Sometimes demonstrated confidence
* Often did not demonstrate confidence
* Never demonstrated confidence

**Excellence**

Please rate your student's performance in this role in relation to striving for excellence. Was the student's work error free? Did the student go over and above to improve upon existing work? Did the student pay attention to the details that make this high quality work? Did the student give 100% effort? Select only one choice.

* Always strived for excellence
* Often, but not always, strived for excellence
* Sometimes strived for excellence
* Often did not strive for excellence
* Never strived for excellence