



Wisconsin 4-H James W. Crowley Dairy Leadership Award

Rubric created in December, 2021

Crowley Dairy Leadership Award Interview Rubric

	Level 1: Beginning	Level 2: Emergent	Level 3: Accomplished	Level 4: Exemplary	Score:	Comments
Content of Answers	<ul style="list-style-type: none"> Does not understand or answer questions Does not share any dairy knowledge or leadership experiences 	<ul style="list-style-type: none"> Answers are incomplete Seems uncomfortable with questions 	<ul style="list-style-type: none"> Understands and answers questions Shares knowledge about dairy and leadership activities 	<ul style="list-style-type: none"> Answers are detailed and organized Shares in-depth knowledge of dairy and leadership activities 		
Non-Verbal	<ul style="list-style-type: none"> No eye contact Distressed or inappropriate body language Lacking confidence Unprofessional clothing 	<ul style="list-style-type: none"> Hesitant Little eye contact Inconsistent body language 	<ul style="list-style-type: none"> Good eye contact Good posture and demeanor Confident Responsive to interview committee 	<ul style="list-style-type: none"> Engages interview committee Professional (casual) attire Comfortable and confident posture 		
Clarity, Fluency, and Speech	<ul style="list-style-type: none"> Incomplete thoughts and halting speech Mumbling or speaking to quietly Answers difficult to understand 	<ul style="list-style-type: none"> Difficult to hear consistently Some incomplete thoughts 	<ul style="list-style-type: none"> Communicates clearly with complete thoughts Answers clarifying questions from committee 	<ul style="list-style-type: none"> Strong vocabulary and grammar Speaks clearly and audibly Communicates ideas clearly 		
Motivation, Initiative, and Integrity	<ul style="list-style-type: none"> Uninterested in Dairy Leadership Award 	<ul style="list-style-type: none"> Still growing as a leader Little interest in dairy leadership activities 	<ul style="list-style-type: none"> Desire to learn and lead Shows sincerity, responsibility, dependability Motivated to continue work in dairy business 	<ul style="list-style-type: none"> Strong desire to learn and lead Shows sincerity, responsibility, dependability Highly motivated to continue work in dairy business 		